

**City of Los Angeles
CALIFORNIA**



**Workforce Development Board
City of Los Angeles**

**CHARLES WOO
CHAIR**



**ERIC GARCETTI
MAYOR**



**Economic and Workforce
Development Department
JOHN L. REAMER, JR.
INTERIM GENERAL MANAGER**

March 13, 2019

**California Workforce Development Board
Attention: Marissa Clark - Regional and Local Plans Modifications
800 Capitol Mall, Suite 1022
Sacramento, CA 95814**

Ms. Clark,

On behalf of the Los Angeles Basin Regional Planning Unit (RPU), the City of Los Angeles Workforce Development Board and Economic and Workforce Development Department (WDB/EWDD) respectfully submit one original, three copies, and an electronic version of the unsigned Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2019-2021 Two-Year Modifications. This is in accordance with the State Directive WSD18-01, entitled Regional and Local Plans PY 17-21 – Two Year Modifications.

As required, one original, three copies, and an electronic version of each of the seven unsigned Local Workforce Development Plans 2017-2021 Two-Year Modifications are also attached.

Each of the RPU's seven WDBs will secure local plan approval and signatures from its respective Chief Local Elected Officials (CLEO) prior to the deadlines for final submission. Similarly, WDB signatures and CLEO approval will be secured for the regional plan within this time frame.

The required 30-day public comment period for the local plans and the regional plan have been completed.

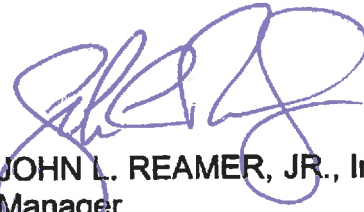
As requested, an electronic copy of this package will also be emailed to you.

Should you have any questions regarding this submission or require additional information, please contact David Eder at 213-744-7216/ david.eder@lacity.org.

Sincerely,



CHARLIE WOO, Chair
City of Los Angeles
Workforce Development Board



JOHN L. REAMER, JR., Interim General
Manager
City of Los Angeles
Economic and Workforce Development
Department

JR :DE

Enclosures :

Unsigned Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2019-2021 Two-Year Modifications and exhibits

Unsigned Local Workforce Development Plans 2017-2021 Two-Year Modifications

- City of Los Angeles Workforce Development Board
- Foothill Workforce Development Board
- Los Angeles County Workforce Development Board
- Pacific Gateway Workforce Development Board
- South Bay Workforce Investment Board
- Southeast Los Angeles County Workforce Development Board
- Verdugo Workforce Development Board

EXECUTIVE SUMMARY

**LOS ANGELES BASIN REGIONAL PLANNING UNIT
MODIFICATION OF REGIONAL WORKFORCE DEVELOPMENT PLAN, 2017 – 2021**

Executive Summary

In 2017, the California Workforce Development Board (State Board) approved the Local and Regional Workforce Development Plans, 2017 – 2021, of the Los Angeles Basin Regional Planning Unit (LA Basin RPU). The LA Basin RPU is comprised of seven local Workforce Development Boards (WDBs) serving 88 cities in the LA Basin including the City of Los Angeles WDB, Foothill WDB, Pacific Gateway WDB, South Bay Workforce Investment Board, Southeast Los Angeles County WDB (SELACO), Verdugo WDB, and the County of Los Angeles WDB. The LA Basin Regional Plan is built upon four strategic goals to ensure the regional workforce system: 1) is demand-driven, reflecting the needs of priority sectors; 2) is inclusive and accessible, enabling all individuals to train for and obtain a quality job; 3) seeks alignment across disciplines, including workforce services, education and economic development; and 4) uses regional sector pathway strategies to build a skilled and competitive workforce.

Under the federal Workforce Innovation and Opportunity Act (WIOA) a biennial update of regional and local plans is required to ensure plans account for “changes in labor market and economic conditions or other factors affecting the implementation of local and regional plans.” Pursuant to this requirement, changes were made to the State Plan which required modification to local and regional plans to: 1) Align, coordinate, and integrate reentry and workforce services to the formerly incarcerated and other justice-involved individuals; 2) Comply with state law relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship partnerships; and 3) Conduct a regional self-assessment using Indicators of Regional Coordination and Alignment to determine Regional Plan implementation progress. Five-hundred (500) stakeholders from workforce, education, government, industry, labor and community organizations across the region participated in a dynamic and inclusive community engagement process to ensure meaningful stakeholder, community, and service population participation and to ensure the interests of client populations were placed at the center of discussions to modify the regional plan.

A. Align, coordinate, and integrate reentry and workforce services to formerly incarcerated and justice-involved individuals.

As California's most populous county and the top feeder into the state's prison system, the Los Angeles County (LA County) criminal justice system has been highly impacted by 2011 AB 109 Realignment, which shifted management of non-violent, lower-level offenders from the California Department of Corrections and Rehabilitation (CDCR) state prison system to county jail, parole and probation systems: 1) One-third of the state prison population is released to supervision in LA County with a 46.1% recidivism rate; 2) Nearly one-half of supervised populations are 25 to 39 years of age; 86% are male; more than one-fourth are disproportionately African American; and “Crimes Against Persons” represent more than 64% of their offenses; 3) About 40% lack a high school diploma; a majority have limited or no work history and lack basic work-readiness “soft” skills; and unemployment is estimated above 27% (Prison Policy Institute's “Out of Prison & Out of Work”2018); 4) The prospect of achieving economic self-sufficiency in the LA Basin is insurmountable, with the cost of living 43% higher than the national average; median home prices are near \$600,000; average monthly rent for a one-bedroom apartment is above \$2,200; and more than a third of the region's 50,000 homeless are estimated to be justice-involved individuals; and 5) One-third of adults released from state prison will require mental health and/or substance use disorder treatment in post-release care, particularly for co-occurring disorders; and have higher recidivism rates than other offenders.

To improve labor market outcomes of 1,250 justice-involved individuals over the next two years and reduce recidivism under the Prison to Employment Initiative (P2E), the LA Basin RPU will coordinate with stakeholders across the region to: 1) Increase the capacity of workforce and community partners to serve justice-involved individuals through integrated service delivery, leveraged public-private resources and evidence-based practices; 2) Achieve regional alignment of the corrections and workforce systems to support data-driven decision-making and a seamless transition (“warm hand-off”) from corrections to community; and 3) Implement demand-driven education, training and employment services for living-wage, career pathway employment.

Stakeholder Partnerships and Opportunities to Collaborate with Parole and Probation: Formal agreements were established to collaborate with the following regional initiatives between Parole and LA Probation and community-based organizations (CBOs) and workforce agencies. The LA County Board of Supervisors' Office of Diversion and Reentry (ODR) is operated by the Department of Mental Health in partnership with county social service and workforce agencies, CBOs and LA Probation to develop and implement diversion and reentry support services, particularly for individuals with mental and/or substance use

disorders. The LA City Mayor's Office of Reentry (City OR) works in partnership with LA Probation, AJCCs, CBOs and public and private businesses to operate programming for transitional jobs, counseling and legal support. The Los Angeles Regional Reentry Partnership (LARRP) functions as a convener, organizer and advocate to shape policy and support capacity building for more than 400 CBO reentry providers.

An integrated AJCC/CBO service delivery system will leverage WIOA, Prop 47, SB 678 and other resources to implement employment and training services in coordination with co-located CBO lived-experience co-case management and supportive services at 15 AJCC Reentry Hubs across all seven local board areas. County ODR will function as an intermediary to facilitate CBO-provided Reentry Intensive Case Management Services (RICMS), co-located at AJCC Reentry Hubs. Probation and Parole will facilitate in-reach/outreach recruitment and referral in coordination with Reentry Hubs. City OR will align City-managed reentry programs; advise on policy issues; and convene community partners and experts as necessary. Community-based organizations (CBOs) including Amity Foundation, Chrysalis Center, Friends Outside-Los Angeles, Flintridge Center, Goodwill Southern California and many others will leverage resources and align services with AJCC Reentry Hubs for case management, employment, training and life skills services. Additionally, LARRP will serve as an outreach partner, convener, and connector; and will provide free record change services to all reentry participants. Post-secondary partners including New Opportunities Charter School, Five-Keys Schools and Programs, and the Los Angeles/Orange County [Community College] Consortium, will provide in- and out-of-custody education programming for high school diploma and equivalency and career and technical education training opportunities tied to industry-recognized credentials. Labor Organizations and Joint Labor-Management partnerships include the Los Angeles Orange County Building Trades Council and the Hospitality Training Academy, which will leverage pre-apprenticeship and apprenticeship training opportunities linked to sustainable, living wage employment. Employer and industry association partners include the Small Manufacturers Association of California, the Los Angeles, Inglewood, Hawthorne and Monrovia Chambers of Commerce and potential partnerships with more than 30 sub-regional chambers which will market to their membership and coordinate with AJCC Business Services Representatives to increase employment opportunities among the nearly 600 employers in the region with a history of employing justice-involved individuals.

Earn and Learn Training Linked to Living-Wage, Career-Pathway Employment will promote living wage jobs in high-growth manufacturing, healthcare, transportation and construction sectors at city/county-established living wages averaging \$14.62 per hour. Supportive services will be provided for mental health and substance use treatment; housing and transportation, cognitive behavioral interventions, and other supportive services based on client need. Career pathway employment services will include earn and learn transitional jobs, on-the-job training, apprenticeship and concurrent vocational classroom training to upskill for advancement to high-wage jobs. Long-term, demand-driven employer engagement will focus on sustainable, career pathway job opportunities; incentives to employers and mechanisms to lower risks related to licensing barriers and restrictions.

Cross-System Data Collection, Participant Referral and Data-Driven Planning and Decision-Making will be achieved through an interim Active Roles Server (ARS) which provides electronic referral by Parole and Probation; data-sharing between workforce, corrections and community agencies; and capacity to collect and report data through CalJOBS. Three stakeholder workgroups: Reentry Services, System Alignment and Employer Engagement will meet regularly with Reentry Hub case management teams to review data on participant outcomes and system effectiveness. Participant access to services will be enhanced through an electronic database with a full menu of reentry programs and services throughout the region.

B. Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Partnerships

The LA Basin RPU strengthened partnership with the Los Angeles/Orange County Building Trades Council, the nation's largest local MC3 program, in an agreement to: 1) Continue compliance with State Plan guidance and state law relating to MC3, 2) Hold regular follow-up meetings to improve communication and coordination, 3) Identify best practices in coordinating workforce services with MC3 and expand those practices to include more AJCC's and more core workforce partners, and 4) Recruit and screen approximately 1000 new MC3 candidates each year.

C. Conduct a Regional Self-Assessment Using Indicators of Regional Coordination and Alignment

Stakeholders were convened in eight public forums conducted throughout the region to review the status of and make recommendations for the LA Basin RPU Regional Plan, 2017 – 2021, according to the guidelines of the Regional Coordination and Alignment Self-Assessment. Additionally, review and recommendations were made by the Executive Directors of the seven Local Boards of the LA Basin RPU.

NARRATIVE		Page
I.	Workforce-Corrections Partnership	
A.	Background	1
B.	Align, Coordinate, and Integrate Reentry and Workforce Services	2
	Services – Who, What, When, and How of Regional Alignment	2
1.	Existing and Prospective Partnerships and Opportunities to Collaborate	2
2.	Strategies to Serve Reentry Individuals Facing Labor Market Challenges	3
3.	Potential Barriers to Successful Participation and Completion	3
4.	Currently Funded Services	4
5.	Community-based Services	4
6.	Post-secondary Education and Training	4
7.	Local Boards and America’s Job Centers of California (AJCCs)	5
8.	Existing Intake and Case Management Needs	5
9.	Data Collection Methods and Reporting Procedures	5
10.	Interface with Existing State-Board Grantees	6
11.	Existing and New MOUs With AJCCs and Other Service Providers	6
12.	Staff Training Needs	7
C.	Relationship to Regional Labor Market Needs, Regional Sectors Pathway Programs, and Regional Partnerships	7
13.	Engagement with Employers, Sectors, Labor Management Partnerships	7
14.	Interface Between Regional Reentry Partnerships & Sector Pathways	8
15.	Resources to Inform Employers/Strategies to Catalog Employers	9
16.	Supportive Services to Support Job Retention	9
17.	Provision of Information About Priority Industry Sectors	10
II.	Detail compliance with State Plan guidance and state law relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship partnerships.	10
	Conduct a regional self-assessment using Indicators of Regional Coordination and Alignment to determine regional implementation progress in achieving the objectives of the State Plan.	10
ATTACHMENTS TO NARRATIVE		Page
A.	Stakeholder Engagement & Community Outreach	1- 4
B.	Supervised Populations - Assessment of Need and Population Size	1 – 7
C.	Regional Coordination and Alignment Self-Assessment	1-2
D.	Resources to Inform Employers	1
E.1	Identify and Catalog Employers Willing to Hire Justice-Involved Individuals	1
E.2	List of Employers Willing to Hire Justice-Involved Individual	1-13
F.	Outreach Efforts to Stakeholders	1
G.	Public Comments in Disagreement with Local Plan	1 – 3
EXHIBITS		
III.	Community Engagement Notice to State Board (Email Notice and Schedules)	1 - 4
IV.	Guidelines and Requirements for Public Meetings and Community Engagement	1 – 2
V.	State-Funded Grantee Meeting	
	Notice	
	Agenda	
	Notes	
	PowerPoint Presentation	
	Sign-in Sheet	
VI.	Reentry Forum Stakeholder Outreach – 8 Forums	
A.	Schedule of Forums	
B.	Rosters	
C.	Public Notices	
D.	Agendas	
E.	PowerPoint Presentation	

	F.	Meeting Notes	
	G.	Sign-In Sheets	
VII.	Self-Assessment Stakeholder Outreach – 8 Forums		
	A.	Schedule of Forums	
	B.	Roster	
	C.	Public Notices	
	D.	Agendas	
	E.	PowerPoint Presentation	
	F.	Meeting Notes	
	G.	Sign-In Sheets	
VIII.	Stakeholder Partnership Meetings (Notices, Agendas, Notes, Sign-in Sheets)		
	A.	Regional Reentry Initiatives	
	B.	Corrections Agencies Partnership Meeting	
	C.	Community Action Partners (C.A.P.) Alliance	
	D.	C.A.P. Alliance Formerly Incarcerated Individuals Focus Group	
IX.	Reentry Services Workgroup – 4 Meetings		
	A.	Roster	
	B.	Notices	
	C.	Agendas	
	D.	Meeting Notes	
	E.	Sign-In Sheets	
X.	System Alignment Workgroup – 4 Meetings		
	A.	Roster	
	B.	Notices	
	C.	Agendas	
	D.	Meeting Notes	
	E.	Sign-In Sheets	
XI.	Employer Engagement Workgroup – 4 Meetings		
	A.	Roster	
	B.	Notices	
	C.	Agendas	
	D.	Meeting Notes	
	E.	Sign-In Sheets	
XII.	MC3 Stakeholder Meeting – 1 Meeting		
	F.	Roster	
	G.	Notice	
	H.	Agenda	
	I.	Meeting Note	
	J.	Sign-In Sheet	

Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan Modification Narrative

Background

In 2017, the California Workforce Development Board (State Board) approved the Local and Regional Workforce Development Plans, 2017 – 2021, of the Los Angeles Basin Regional Planning Unit (LA Basin RPU). As one of fourteen RPUs in the state, the LA Basin RPU is comprised of seven local Workforce Development Boards (Local Boards or WDBs) serving 88 cities in the LA Basin including the City of Los Angeles WDB, Foothill WDB, Pacific Gateway WDB, South Bay Workforce Investment Board, Southeast Los Angeles County WDB (SELACO), Verdugo WDB, and the County of Los Angeles WDB. The LA Basin Regional Plan is built upon four strategic goals to ensure the regional workforce system: 1) is demand-driven, reflecting the needs of priority sectors; 2) is inclusive and accessible, enabling all individuals to train for and obtain a quality job; 3) seeks alignment across disciplines, including workforce services, education and economic development; and 4) uses regional sector pathway strategies to build a skilled and competitive workforce.

Under the federal Workforce Innovation and Opportunity Act (WIOA), which governs the statewide workforce system, a biennial update of regional and local plans is required to ensure plans remain current and account for “changes in labor market and economic conditions or in other factors affecting the implementation of local and regional plans.” Pursuant to this requirement, changes were made to the State Plan which required modification to local and regional plans to keep consistent with the policy direction of the State Plan. The specific requirements for regional plan modifications are to:

- Align, coordinate, and integrate reentry and workforce services to the formerly incarcerated and other justice-involved individuals;
- Detail compliance with State Plan guidance and state law relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship partnerships;
- Conduct a regional self-assessment using Indicators of Regional Coordination and Alignment to determine regional implementation progress in achieving the objectives of the State Plan; and

A dynamic and inclusive community engagement process was conducted to ensure meaningful stakeholder, community, and service population participation and to ensure the interests of client populations were placed at the center of discussions to modify the regional plan. Planning activities were organized within the seven Local Board areas and the eight economic regions of the county. A schedule of community engagement meetings/listening sessions was noticed to the State Board and broadly published on the websites, social media and bulletin boards of the seven Local Boards and their America’s Job Centers of California (AJCCs) and community partners. Nearly 500 stakeholders from corrections, education, community, labor and industry participated in 34 convenings including eight regional reentry and eight self-assessment planning forums; four reentry partnership and state-funded grantee planning meetings; one focus group of justice-involved individuals; twelve reentry workgroup planning meetings; and one MC3 partnership meeting. The responses, insights and recommendations of these stakeholders helped to inform and shape the development of the Regional Plan Modification. A more detailed description of the manner in which stakeholder involvement and community outreach requirements were met is detailed in Attachment A, *Stakeholder Outreach & Community Engagement*.

I. **Align, coordinate and integrate reentry and workforce services to formerly incarcerated and justice involved individuals**

A. **Services – Who, What, When, and How of Regional Alignment**

LA County is California's most populous county, and historically, the top feeder into the state's prison system. The shift in management, under AB 109 Realignment, of non-violent, lower-level offenders from the California Department of Corrections and Rehabilitation (CDCR) state prison system to county jail, parole and probation systems – has had major impacts on the criminal justice landscape in Los Angeles County (LA County). The following summarizes the impact of Realignment – a more detailed description is provided in Attachment B, *Assessment of Need and Population Size*:

- One-third of the state prison population is released to supervision in LA County with a 46.1% recidivism rate; nearly one-half of supervised populations are between the ages of 25 and 39; more than 86% are male; more than one-fourth are African American, which is disproportionate to the racial makeup of LA County with a population of 9% African American; and of the four most common offense types for supervised populations, "Crimes Against Persons" represent more than half of all offenses at 64.8%.
- About 40% lack a high school diploma; many have limited or no work history and lack basic work-readiness "soft" skills; unemployment is estimated at more than 27% (Prison Policy Institute's "Out of Prison & Out of Work"2018) and averages 35% for African American men and 43% for women.
- The prospect of achieving economic self-sufficiency after release in the LA Basin is seemingly insurmountable, with the cost of living 43% higher than the national average. Median home prices are near \$600,000, 157% above the national average. Average monthly rent for a one-bedroom apartment is above \$2,200; and more than a third of the region's 50,000 homeless are estimated to be justice-involved individuals.
- One-third of adults released from state prison have will require mental health and/or substance use disorder treatment in post-release care, particularly for co-occurring disorders; and have higher recidivism rates than other offenders.

To improve the labor market outcomes of 1,250 formerly incarcerated and justice-involved individuals (justice-involved individuals) over two years and reduce recidivism under the Prison to Employment Initiative (P2E), the LA Basin RPU will work in coordination with stakeholders across the region to:

- Increase the capacity of workforce and community partners to serve justice-involved individuals through integrated service delivery, leveraged public-private resources and evidence-based practices;
- Achieve regional alignment of the corrections and workforce systems to support data-driven decision-making and a seamless transition ("warm hand-off") from corrections to community; and
- Implement demand-driven education, training and employment services for living-wage, career pathway employment.

Existing and Perspective Stakeholder Partnerships and Opportunities to Collaborate with Parole and Probation: In alignment with the county's Community Corrections AB109/111 Implementation Plan, significant reentry stakeholder partnerships were initiated between Parole and LA Probation and community-based organizations (CBOs) and workforce agencies since 2011 Realignment. The LA County Board of Supervisors' Office of Diversion and Reentry (ODR) is operated by the Department of Mental Health in partnership with county social service and workforce agencies, CBOs and LA Probation to develop and

implement diversion and reentry support services, particularly for individuals with mental and/or substance use disorders. The LA City Mayor's Office of Reentry (City OR) works in partnership with LA Probation, AJCCs, CBOs and public and private businesses to operate programming for transitional jobs, counseling and legal support, and the Blue-Ribbon Commission on Employment Equity, a public-private partnership to increase employment opportunities for justice-involved individuals. The Los Angeles Regional Reentry Partnership (LARRP) functions as a convener, organizer and advocate to shape policy and support capacity building for more than 400 CBO reentry providers. Formalized partnership agreements have been developed with these regional systems to replicate and expand their innovative programming.

As part of regional P2E efforts, new partnership agreements were developed to leverage reentry assets with the following stakeholders. Local workforce boards and their partners will leverage WIOA resources, implement employment and training services in coordination with CBO supportive services; and manage the delivery of co-located services and co-case management strategies at 15 AJCC Reentry Hubs across all seven local board areas. County ODR will function as an intermediary to facilitate CBO-provided Reentry Intensive Case Management Services (RICMS), co-located at AJCC Reentry Hubs. Probation and Parole will facilitate in-reach/outreach recruitment in coordination with Reentry Hubs. City OR will advise on policy issues; convene community partners and experts as necessary; provide expertise on implementation and planning and ensure City reentry programs are integrated in the P2E initiative. Community-based agencies (CBOs) including Amity Foundation, Chrysalis Center, Friends Outside-Los Angeles, Flintridge Center, Goodwill Southern California and many others will leverage resources and align services with AJCC Reentry Hubs for case management, employment, training and life skills services. Additionally, LARRP will serve as an outreach partner, convener, and connector; and will provide free record change services to all reentry participants. Post-secondary partners including New Opportunities Charter School, Five-Keys Schools and Programs, and the Los Angeles Orange County [Community College] Consortium, will provide in- and out-of-custody education programming for high school diploma and equivalency and career and technical education training opportunities tied to industry-recognized credentials. Labor Organizations and Joint Labor-Management Partnerships include the Los Angeles Orange County Building Trades Council and the Hospitality Training Academy, which will leverage pre-apprenticeship and apprenticeship training opportunities linked to sustainable, living wage employment. According to a Council representative, "Bringing ex-offenders into the building trades provides a second chance at life. This is good for the unions, the economy and our communities." Employer and Industry Association partners include the Small Manufacturers Association of California, the Los Angeles, Inglewood, Hawthorne and Monrovia Chambers of Commerce and potential partnerships with more than 30 sub-regional chambers which will market the benefits of hiring justice-involved individuals to their membership and to nearly 600 employers in the region with a history of employing justice-involved individuals including AMS Fulfillment, Skanska, LA Metro, Dragadas and Kelko Engineering who have entered into partnership agreements to provide employment and earn and learn training opportunities based upon labor force needs. Additional employer agreements are in process.

Strategies to Serve Justice-involved individuals Facing Major Labor Market Challenges: The lack of identification/right to work documents, soft skills and work experience were chief among the labor market challenges identified by stakeholders and justice-involved individuals, one of whom commented that "it took five months to get a CA identification and social security card after release from prison." Stakeholder workgroups determined earn and learn strategies offering supervised, paid work experience followed by entrance in employment, were effective in improving work-readiness and, according to MDRC evaluations, are also "effective at decreasing recidivism among ex-offenders." Earn and learn opportunities will be accessed at AJCC Reentry Hubs, using local best practice programming to transition participants from subsidized to paid employment in the public and private sectors. Soft-skills training and assessments to

determine supportive service needs are offered in advance. Guided by an Individual Employment Plan (IEP), AJCC/CBO Reentry Hub case management and employment teams will provide supportive services, job coaching and peer mentoring to support placement, retention and career advancement. Targeted recruitment will be conducted through in-reach at jail-based centers and CDCR in-custody facilities and outreach through Parole and Probation Offices and partner referrals.

Potential Barriers to Successful Participation and Completion: Mental health and substance use disorders were identified by reentry providers as primary barriers impacting successful participation and completion rates followed by low self-esteem, feelings of stigmatization, criminogenic thinking and behaviors, and fear of failure and re-arrest as secondary attitudinal barriers which, according to Psychology Today¹, “affect decisions, actions and outcomes.” CDCR reports at least one-third of adult offenders receiving in-custody mental health services will require ongoing services in post-release. Qualified CBO providers will be contracted through County Mental Health’s ODR to provide intensive case management and supportive services, leveraging state and county resources. Additionally, ODR will act as an intermediary to promote service integration between the AJCCs and CBO providers; and ensure the fidelity of service delivery. Emphasis will be placed on evidence-based trauma-informed approaches to treatment and whole family case management. Cognitive behavioral therapy (CBT), an evidence-based therapeutic approach that helps identify and change dysfunctional beliefs, thoughts, and patterns, will be offered in post-release services for moderate- and high-risk justice-involved individuals. AJCC/CBO case management Reentry Teams will conduct in-reach and outreach recruitment bi-monthly. In-reach will be conducted 60 – 90 days pre-release in coordination with education and training providers Five Keys and New Opportunities Charter Schools co-located at selected jails and through in-custody Male Community Reentry Programs and Custody to Community Transitional Reentry Programs for females) operated by CDCR-contracted CBOs Amity Foundation, HealthRight 360 and The GEO Group. Post-release outreach will be conducted at Parole Community Team meetings and LA Probation field offices. Service needs determined through initial intake will inform the development of an IEP to guide transition to services.

Currently Funded Services: It is incredibly challenging to determine baseline levels of reentry services for a region as large and complex as the Los Angeles Basin. The following is an overview of the services of existing regional partners and their capacity to meet the needs of the regional reentry population.

- Post-Secondary Education and Training: Extensive education and vocational training programming are available throughout the region. Eight Regional Adult Education Consortia with twenty-seven campuses offering high school diploma or equivalency, English language instruction, citizenship assistance, career preparation and vocational skills training. Twenty-one community colleges provide a wide range of educational and workforce training, basic courses in English and math, certificate and degree programs, career and technical education and preparation for transfer to four-year institutions. I-TRAIN lists public, private and non-profit education/training programs vetted by industry. These training providers work in coordination with industry and the workforce system to align with career pathway employment in demand occupations and industries. In preliminary analysis of FY 2017/18 workforce system training, 8,395 individuals were enrolled of which 5.7% or 478 individuals self-reported as justice-involved. Transportation, Healthcare Support, Construction and Office Administration are among the top occupations across all types of training; and one-fourth were enrolled in earn and learn transitional jobs, on-the-job training and paid internships.

¹ Psychology Today, Dec. 27, 2017; Tsaousides Ph.D., Smashing the Brainblock, “Why Fear of Failure Can Keep You Stuck”.

- Local Boards and America's Job Centers of California (AJCCs): The majority of the region's 39 AJCCs are operated by contracted CBO providers. A total of 2,218 justice-involved individuals were employed through the workforce system in FY 2016-17, as reported in CalJOBS, at an average hourly wage of \$12.00, with an estimated 500 additional employed through special grant-funded programs. The total is comprised of justice-involved individuals who self-report a justice background and is not reflective of the total number served. Nearly 50% of reported jobs were in the Professional and Business Services, Trade and Logistics, Leisure and Hospitality, and Construction sectors. High growth sectors in Manufacturing and Infotech prove more challenging, particularly when background clearances are required, however inroads are being made in these sectors. Promising AJCC-operated reentry programs include INVEST, which partners with LA Probation, and Career Pathways 180 Job Preparation Academy, which partners with State Parole. Both provide co-located CBO case-management, soft-skills training and integrated employment and supportive services.
- Community-based Services: the Los Angeles Regional Reentry Partnership (LARRP), a non-profit reentry policy and advocacy agency, received survey responses from 300 of its 400 CBO members to identify types of services available. Responses indicate nearly 75% provide housing assistance in efforts to address one of the region's major barriers; 20% provide supportive services; 16% provide substance use disorder treatment services; 12% provide mental health services; 5% provide legal and right to work document services; and 38 respondents reported serving a total of 29,192 justice-involved individuals in 2018. The majority of these agencies indicated their referrals are derived primarily from CDCR or Probation CBO-contractors including Chrysalis and Amity Foundation's Specialized Treatment for Optimized Programming (STOP) program. These are valuable cross-referral relationships between agencies that play a vital role in addressing reentry barriers and helping justice-involved individuals reintegrate back into their communities.

Existing Intake and Case Management Needs/Shared Case Management: System gaps and silos exist across all workforce and reentry programming, making it increasingly challenging to serve a burgeoning high-needs reentry population with shrinking resources. Gaps and silos will be significantly reduced, and resources leveraged through integrated services at fifteen (15) AJCC Reentry Hubs geolocated throughout the region in areas with high concentrations of justice-involved individuals. Co-located services and shared case management will be coordinated by AJCC, CBO and corrections partners. Service needs and duration will be determined through assessment of barriers, needs and work-readiness documented in the IEP, with client enrollment and progress tracked in CalJOBS and accessible by case managers. Reentry Navigators, lived-experience peer mentors, will assist justice-involved individuals with navigating access to services, intake and assessment, and outreach and follow-up to encourage service participation and completion. County Mental Health's ODR will facilitate CBO-provided Reentry Intensive Case Management Services (RICMS) to improve health outcomes and reduce recidivism. Monitored for efficacy of services by ODR, RICMS teams will consist of Community Health Workers with a history of incarceration/lived experience, case managers, social workers, and administrative staff with a caseload not exceeding 30:1. RICMS will be offered to assist clients co-enrolled in employment services.

Clients with employment barriers requiring mental health/substance use disorder treatment – estimated at 30% of all justice-involved individuals – will be serviced at nearby CBO facilities and referred back to Reentry Hubs when work-ready. Referrals will be attained through Reentry Hub case management team in-reach/outreach recruitment. Parole Agents and Probation Officers will make referrals using the electronic Active Roles Server (ARS) data sharing system and provide interventions and resources, as needed, as part of the case management team. Supportive services for housing, transportation, food, family reunification, financial literacy, mental health/substance use disorder treatment, and other needs will be available to all justice-involved program participants. The case management team will update client progress in CalJOBS

and continue review of individual client progress; recognize benchmark achievements of short-term goals and apportion incentives toward attainment of long-term career goals.

Additionally, access to services across the LA Basin will be enhanced through a regional electronic database with a full menu of reentry programs and services, developed in coordination with a comprehensive online human and social service information system such as 211.org and 1degree.org.

Data Collection Methods and Reporting Procedures: Cross-system data collection and sharing is a major challenge across the region contributing to operational silos. County and state agencies, CBOs, Local Boards/AJCCs and corrections agencies all use different data systems. An interim solution has been developed to streamline processes and enhance information sharing across agencies until a more long-term, statewide solution is available. LA County Workforce Development, Aging, and Community Service (WDACS), with current capacity to access CalJOBS and state wage-based data on behalf of the LA Basin seven Local Boards, will augment an existing Active Roles Server (ARS) system to collect and report data on behalf of reentry workforce and community partners. Regional data sharing partnership agreements and client release of information approval will enable access to pre-approved Parole and Probation client referral data. WDACS will serve as the region's agent responsible for ensuring all relevant program data is collected within the following protocols:

- Compliance with internal policies and external regulations, ensuring that approved users and groups have access to agreed-upon information;
- Reporting will meet state board requirements, including those of AB 111;
- Approved client profile data from CDCR's Strategic Offender Management System (SOMS) and the Adult Probation Systems (APS) will be referred via email to Reentry Hub RICMS teams to determine appropriate service strategies;
- Data will be collected and reported in CalJOBS through a Local Grant Code;
- Protocols will be created to establish levels of access based upon of agency function and data purpose; with data sharing via email as an alternative.
- The stakeholder System Alignment Workgroup will convene quarterly with Reentry Hub teams for assessment of aggregate data to inform operations and determine system-level improvements and needs.

Interface with Existing State Board Grantees: Grantees were convened in January 2019 to determine ongoing mechanisms for information sharing and collaboration. In attendance were: Workforce Accelerator Fund (Jewish Vocational Services, South Bay WIB, Hospitality Training Academy), High Roads Partnerships for Construction Careers (Flintridge Center, LA Trade Tech College), and Forward Focus (Friends Outside Los Angeles). Lessons learned and promising practices developed over time by Grantees will be shared through engagement in the regional workgroup planning structure. Grantees will have the opportunity to participate in quarterly workgroup meetings to share information, identify opportunities to leverage resources and review aggregate data for system improvement. Justice-involved individuals served in Grantee programs will have access to supportive services and work-based learning opportunities through Reentry Hub cross-referral.

Existing and New MOUs with AJCCs and Other Service Providers: Changes are anticipated to the MOUs of AJCC Reentry Hubs. Amended MOUs and new partnership agreements will detail partner roles and responsibilities, new integrated service delivery and co-case management strategies, and protocols for resource sharing. Additionally, the overarching precepts outlined in new partnership agreements between the LA Basin RPU and education, workforce, corrections, industry, labor and community partners include: 1) Foster strategic partnerships; participate in continuous quality improvement activities; 2) Utilize common data

collection and reporting tools; 3) Participate in the operation of the LA Basin's regional plan consistent with partnership agreements and related Directives; and 4) Participate in partner staff cross-training.

Staff Training Needs: The LA County Employment and Homelessness Task recently developed a comprehensive training strategy to align competencies across regional programs and initiatives, many of which target the same dual-system clients. Training will be evidence-based to enhance service integration and delivery to strengthen understanding and connections of workforce, housing/homeless, reentry and social services. P2E staff will have access to selected training based on job function and competency level, particularly AJCC Reentry Hub case management and job coaching staff, RICMS CBO staff, Reentry Navigators and selected education, industry and community partner staff engaged in reentry service delivery. Training topics will include: Coordinated Entry System services and navigation, trauma-informed care, cultural competency, harm reduction, motivational interviewing, critical time intervention, mental health first aid, nonviolent crisis intervention, population-specific employment models, job retention support, local job market, and work and benefits incentives. Training will be coordinated between partners using a train-the-trainer approach, and offered in-person, via teleconference and web-based options.

B. Relationship to Regional Labor Market Needs, Regional Sector Pathway Programs, and Regional Partnerships

Engagement with Employers, Sector and Labor Management Partnerships: The current economic environment of low unemployment and high demand in jobs requiring less than a four-year degree are opportune for engagement with business to demonstrate the value of hiring justice-involved individuals. Many face unique challenges as they seek to enter the labor market in good paying jobs, often exiting the criminal justice system without identification/right to work documents, low educational attainment, limited or no work experience, and vocational and soft-skills deficits. Yet research suggests that hiring people with criminal backgrounds is simply smart business - retention rates are higher, turnover is lower, and employees with criminal records are more loyal. Given the costs associated with turnover and recruitment, researchers have found that “employees with a criminal background are in fact a better pool for employers (ACLU, Back to Business: How Hiring Formerly Incarcerated Job Seekers Benefits Your Company).”

Industry engagement and identification of employers willing to hire justice-involved individuals will be achieved through a demand-driven approach placing emphasis on meeting the need for a skilled labor force and shifting the decision to hire justice-involved individuals from good will to good business. Its basis is fostering trusted relationships with hiring employers and maintaining knowledge of the company – the culture, work environment and organizational structure – in order to match the strengths and assets of the reentry candidate to the right job. Job coaching, lived-experience mentoring and ongoing supportive services to address barriers after placement in employment are designed to build resilience and capacity to respond to the pressure and demands of a new work environment. Not only does this approach streamline the onboarding processes but it also enhances retention benefiting both the employer and the new reentry hire. Nearly 600 local public and private sector employers hired justice-involved individuals through the LA Basin workforce system in FY 2016 – 2017. While the majority of jobs were entry-level averaging just above minimum wage at \$12.00 an hour, opportunities were provided to build soft skills and work experience in the high growth sectors identified in the regional plan:

Sector Type	Sector Name	Median Hourly Wage
High Growth	Construction	\$15.00
	Entertainment and Infotech	\$11.25
	Health Services	\$12.00
	Leisure and Hospitality	\$11.00

Sector Type	Sector Name	Median Hourly Wage
	Selected Manufacturing	\$13.00
	Trade and Logistics	\$13.75
	Average Wage	\$12.00

The workforce system will promote living wage jobs in these high-growth sectors at an average hourly wage of \$14.62, as defined by city/county July 2019 living wage guidelines. Advancement generally requires at least a year of work experience and may also require short-term vocational training and certifications. Critical consideration to licensing barriers related to criminal backgrounds will be made to ensure placement in appropriate industries and career pathways. Long-term engagement in key industries will focus on identifying ways to lower risks related to licensing barriers and ease restrictions. Additionally, earn and learn transitional jobs, on-the-job training, apprenticeship and concurrent vocational classroom training will provide viable avenues to upskill for advancement to living wage jobs.

The labor management partnership between the Los Angeles/Orange County Building Trades Council and community-based agencies serving reentry populations offers a model for pathways to living-wage employment through apprenticeship. "Bringing ex-offenders into the building trades provides a second chance at life...this is good for the unions, the economy and our communities." The Anti-Recidivism Coalition, LA Trade Tech College and Flintridge Center work in collaboration with the Council to provide guidance, peer mentors and supportive services to address barriers as young adult offenders transition from Multi-Craft Core Curriculum (MC3) pre-apprenticeship training to living-wage jobs as apprentices and eventually as skilled trades journeymen. The Hospitality Training Academy (HTA), a Taft-Hartley/labor-management partnership between UNITE HERE Local 11 and its contributing employers, provides a variety of workforce development, apprenticeship and training programs to train low-income, marginalized and justice-involved individuals for jobs in the hospitality industry, in coordination with 160 hospitality and food service employers in Los Angeles and Orange counties and the State of Arizona.

Interface Between Regional Reentry Partnerships and Existing Sector Pathway Efforts: Regional reentry partnerships bring together stakeholders connected to an industry – including multiple firms, workforce intermediaries, colleges and training providers, labor and others– to address skill shortages while developing talent pipelines of skilled workers to meet future demand. These partnerships promote industry growth and competitiveness and improve worker training and retention by developing cross-firm skill standards that facilitate the advancement of workers at all skill levels. LA Basin's demand-driven sector pathway partnerships are designed to ensure that all residents, including justice-involved individuals, have the opportunity to participate and thrive in the regional economy. Regional sector pathway efforts are built upon industry's need for a pipeline of skilled workers, particularly during the current period of low unemployment. The LA Basin's P2E initiative will provide opportunities to address barriers and upskill justice-involved individuals through multiple services and supports to prepare them to compete in demand-driven sectors offering career advancement opportunities. Sector opportunities include the *Aero-Flex Pre-Apprenticeship Partnership* in the manufacturing, transportation and logistics sectors to meet industry need for a pipeline of skilled technical workers, particularly for small to mid-size supply chain manufactures; and *New Roads to Second Chances*, a transitional jobs partnership with Caltrans, one of the nation's largest transportation systems. The region's healthcare sector SlingShot initiative, *C3 Skills Alliance*, is an employer-driven public-private partnership with leadership from the *Hospital Association of Southern California* and the *Community Clinic Association of Los Angeles County* to train new and upskill existing workers in care coordination. *Biocom Institute*, an 1100-member advocate and leader in California's life science sector, supports STEM-education and workforce development programs. Inherent in these and other pathway efforts are strategic alliances among industry, workforce and community agencies to provide access and opportunity for justice-

involved individuals to engage in the broader regional economy in alignment with regional plan goals to be "inclusive and accessible, enabling all individuals to train for and obtain a quality job."

Resources to Inform Employers/ Strategies to Identify and Catalog Employers: AJCC Business Services Representatives (BSRs) will function as the central point of contact to inform and assist employers in navigating access to the federal Work Opportunity Tax Credit, California New Employment Tax Credit, Federal Fidelity Bonding and other resources. Instructions and forms will be available online at each Reentry Hubs and throughout the regional workforce system with direct links to the BSRs for assistance, as needed. LA County's new Fair Chance website at <https://fairchance.lacounty.gov>, which targets local businesses, will be used to promote information about the Fair Chance Act and promote incentives for hiring reentry candidates. At a Reentry Business Roundtable hosted at the White House, employers encouraged raising the profile of the Department of Labor's 52-year-old federal bonding program, which guarantees for six months the honesty of hard-to-place job candidates, including people with criminal records. Many employers were not aware of the bonding program and after learning of the benefits, most viewed it as an incentive to hire. E-notices will be sent regularly through the extensive network of Chambers, sector partnerships and industry associations with more extensive information available through the County Fair Chance website, webinars, flyers and newsletters. In its 2017 annual report, CBO Chrysalis reported an increase in employers from all industry sectors seeking to engage in fair chance hiring.

Benefits-oriented messaging will be communicated through a variety of outreach mechanisms. The LA Chamber of Commerce provided leadership to launch a business-to-business campaign to dispel myths about justice-involved individuals, raise awareness of the Fair Chance Act, and promote the bottom-line benefits of hiring a ready, willing and able reentry workforce. The LA Basin will coordinate with the LA Chamber and nearly 30 other chambers in the region to identify industry champions and promote business-to-business messaging using podcasts on chamber websites and roundtable guest speakers at industry events. CEO Mike Brady of Greystone, a small-business bakery in New York, dispelled some of the myths around hiring ex-offenders, whom he called "fully functional and productive members of our team." Insurance and workers' comp costs at Greystone are no higher than at comparable businesses, and turnover is actually lower. "Our history is a demonstration that people coming out of the criminal justice system make for an amazing workforce," said Brady. Similar industry champions will be developed in the LA Basin and supported in promoting to employers in driving industry sectors. Essential to the success of reentry business engagement will be the responsive follow-up by the BSRs working in partnership with Reentry Hub case management teams to assist employers, especially small companies, with human resources issues that may arise when the life challenges of reentry new hires intersect with work.

Nearly 600 employers who have hired justice-involved individuals have been cataloged in a regional database with company name, industry type, job title and wage at time of employment. The list is compiled and maintained by the LA County WDB's division of Workforce Development, Aging and Community Services (WDACS) which also serves as the region's data agent. Data is accessed through CalJOBS and other local employment data sources. New employer partners will be added regularly, and the list will be available to case managers and job coaches at the AJCC Reentry Hubs and other reentry workforce partners.

Supportive Services to Support Job Retention: Supportive services to enhance job retention are centered around co-case management strategies at AJCC Reentry Hubs. Reentry Intensive Case Management Services (RICMS) provided by CBOs managed through the County Mental Health Department's Office of Diversion and Reentry will team with AJCC case management and job coaching staff to provide wraparound case management. RICMS, which are staffed by Community Health Workers with a history of incarceration/lived experience, case managers, social workers, and administrative staff, will include systems navigation with referral and linkage to physical and mental health and substance use treatment; housing and

transportation support services, cognitive behavioral interventions, and other supportive services based on client need. Through co-location at AJCC Reentry Hubs, RICMS staff will interface regularly with justice-involved individuals engaged in employment services and will conduct frequent co-case management review with AJCC staff to determine progress and appropriate interventions. The LA Basin will leverage P2E grant funding with Prop 47 and SB 678 resources to provide supportive services from enrollment in services through completion of earn and learn activities and up to six months of employment.

Provision of Information About Priority Industry Sectors and Occupations to Partners: Labor market information regarding priority sectors and occupations will be available to partners via two mechanisms. Current data on placements in employment by sector, occupation and wage will be provided bi-annually to the stakeholder Employer Engagement Workgroup for review and analysis as it relates to the effectiveness of sector engagement and outreach and the achievement of planned outcomes for living wage jobs in demand occupations and sectors for justice-involved individuals. Broader, regional data in relation to priority sector and occupations growth projections will be provided in an annual LA Basin LMI report with data compiled from EDD and Los Angeles Economic Development Corporation (LAEDC) LMI reports. The annual report will be published on the websites of the seven local boards of the LA Basin RPU and distributed via email to the three stakeholder workgroups: Reentry Services, System Alignment and Employer Engagement.

ii. Detail compliance with State Plan guidance and state law relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship partnerships.

Representatives of the LA Basin RPU Workforce Development Boards (Local Boards) met with the Los Angeles/Orange County Building Trades Council (the "BTC") on November 28, 2018 to review and expand coordination and partnership between the seven Local Boards and AJCCs, and all core workforce partners. The BTC is a partnership between 48 affiliated unions covering fourteen building trades, includes 140,000 union members and 15,000 apprentices. It oversees the nation's largest local MC3 program. About 2500 new apprentices are expected to train in the MC3 curriculum each year.

Local Boards and community partners coordinate with the BTC to recruit potential apprentices for MC3 focusing primarily on underrepresented target groups including veterans, women and justice-involved individuals. Financial assistance is provided on an individual-needs basis for supportive services and essential work tools, including offsetting costs when gaps in funding occur. The BTC and the seven Local Boards agreed to 1) continue compliance with State Plan guidance and state law relating to MC3, 2) hold regular follow-up meetings to improve communication and coordination, 3) identify best practices in coordinating workforce services with MC3 and expand those practices to include more AJCC's and more core workforce partners, and 4) recruit and screen approximately 1000 new MC3 candidates each year.

iii. Conduct a regional self-assessment using Indicators of Regional Coordination and Alignment to determine regional implementation progress in achieving the objectives of the State Plan.

Stakeholders were convened in eight public forums conducted throughout the region, from November 14, 2018 to December 13, 2018, to review the status of and make recommendations for the LA Basin RPU Regional Plan, 2017 – 2021, according to the guidelines of the Regional Coordination and Alignment Self-Assessment. Additionally, review and recommendations were made by the Executive Directors of the seven Local Boards of the LA Basin RPU. Attachment C, to the Plan Modification, provides a narrative description of the review process and all recommendations made by stakeholders and Executive Directors.

ATTACHMENTS TO NARRATIVE

A.
**STAKEHOLDER ENGAGEMENT & COMMUNITY
OUTREACH**

**LA BASIN RPU REGIONAL PLAN MODIFICATION
ATTACHMENT A: STAKEHOLDER ENGAGEMENT AND COMMUNITY OUTREACH EFFORTS**

A. Overview

A dynamic and inclusive community engagement process was conducted to ensure meaningful stakeholder, community, and service population participation and to ensure the interests of client populations were placed at the center of discussions to modify the LA Basin Regional Plan. Planning activities were organized within the seven Workforce Development Board (WDB) areas and the eight economic regions of the county. A schedule of community engagement meetings/listening sessions was noticed to the State Board and broadly published on the websites, social media and bulletin boards of the seven WDBs and their America’s Job Centers of California (AJCCs) and community partners. Five-hundred (500) stakeholders from workforce, corrections, education, community, labor and industry participated. The responses, insights and recommendations of these stakeholders helped to inform and shape the development of the Regional Plan Modification.

Summary of Regional Plan Modification Stakeholder Convenings, October 2018 to February 2019:

# of Convenings	Type of Convening	Date	Total Attendance
8	*Sub-Regional Reentry Forums	October 2018	168
3	*Reentry Partnership Planning Meetings	October 2018	56
1	Focus Group of Formerly Incarcerated Individuals	October 2018	14
9	*Sub-Regional Self-Assessment Forums	Nov. – Dec. 2018	78
1	MC3 Pre-Apprenticeship Partnership Meeting	December 2019	8
12	Reentry Stakeholder Workgroup Planning Sessions	Jan. – Feb. 2019	169
1	State-Funded Grantee Meeting	January 2019	8
35		TOTAL	501

* Noticed to the State Board

Local Workforce Development Boards (LWDBs) within the region were principally responsible for organizing, promoting and hosting sub-regional Reentry and Self-Assessment Forums. Convening guidelines and requirements were provided based on information in EDD Directive WSD 18-01 (*Exhibit 1 – Community Engagement Requirements and Guidelines*).

B. Corrections Workforce Partnership

Stakeholder engagement for the corrections workforce component of the Regional Plan Modification and the Prison to Employment (P2E) state funding opportunity was coordinated as one regional effort to achieve a single Corrections Workforce Plan. In addition to outreaching to all required partners and stakeholders, efforts were made to foster partnerships with the broad network of public and non-profit agencies engaged in the provision of reentry services, including State-funded grantees.

1) Consultant and Facilitators/Subject Matter Experts

To ensure diverse agency participation and meaningful community input, six consultants were engaged as facilitators and subject matter experts to work in coordination with the regional planning team and the seven local WDBs to conduct targeted outreach, facilitate planning meetings, workshops and forums; and to follow-up with stakeholders to promote regional collaboration.

2) Developing Partnerships with Key Regional Stakeholder

Partnership planning meetings were conducted with agencies leading regional reentry initiatives, corrections agencies, community-based agencies and state-funded grantees to identify shared goals and objectives and

opportunities to leverage resources. These meetings resulted in the establishment of partnership agreements with the majority of stakeholders referenced below. Additionally, a roundtable focus group was held with justice-involved individuals to identify barriers, service needs and successes; and system enhancements to more effectively meet the needs of service populations.

Date	Corrections-Workforce Partnership and State-Funded Grantee Meetings
October 1, 2018 2 – 4 pm	Regional Reentry Initiatives: LA City Office of Diversion (LA City OR), LA City Economic & Workforce Development Department (LA City EWDD), LA County Dept. of Mental Health Office of Diversion and Reentry (LA County ODR), LA County Workforce Development, Aging and Community Services (LA County WDACS), Owsley & Denly Criminal Justice Strategists, LA County Probation
October 3, 2018 2 – 4 pm	Corrections Agencies and Partners: LA County Probation, LA County Sheriffs (LASD), California Department of Corrections and Rehabilitation CDCR; LA County ODR; LA County WDACS
October 24, 2018 10 – 11:30 am	Community-based Agencies: Community Action Partnership (C.A.P.) Alliance; Community-based and workforce agency partners
56	Total Attendance
October 25, 2018 5 – 7 pm	Justice Involved Individuals: C.A.P. Alliance Focus Group
14	Total Attendance
January 18, 2019 11 am – 12:30 pm	State-Funded Grantees: Workforce Accelerator Fund (Jewish Vocational Services, South Bay WIB, Hospitality Training Academy), High Roads Partnerships for Construction Careers (Flintridge Center, LA Trade Tech College), and Forward Focus (Friends Outside Los Angeles).
8	Total Attendance

3) Capturing Stakeholder Input to Identify Reentry Barriers and Needs

Stakeholders were convened in eight Reentry Forums throughout the LA Basin for the purpose of identifying barriers and needs of reentry individuals. Forum were scheduled as follows:

LA Basin Economic Region	Participating WDBs	Date (2018)
Westside	LA City WDB	October 16 1:00 – 3:30 pm
San Fernando Valley	LA City WDB, LA County WDB, Verdugo WDB	October 18 9:30 am - Noon
San Gabriel Valley	LA County WDB, Foothill WDB	October 18 2:30 – 5:00 pm
Central Los Angeles	LA City WDB (<i>evening session</i>)	October 23 5:00 – 7:30 pm
Santa Clarita Valley	LA County WDB	October 24 9:00 – 11:30 am
Gateway Cities/Southeast LA	Pacific Gateway WDB, SELACO WDB	October 24 2:00 – 4:30 pm
Antelope Valley	LA County WDB	October 25 9:00 – 11:30 am
South Bay	South Bay WDB	October 25 2:00 – 4:30 pm
		Total Attendance: 168

The Reentry Forums featured an overview presentation of the Plan Modification and the Prison to Employment Initiative (P2E) followed by facilitated discussion/listening sessions, with one evening session. A variety of workforce, community, corrections, labor and education partners attendee for a total of 168 stakeholders. WDBs in each of the eight regions worked collaboratively to organize and host the Forums. Stakeholder input resulted in identification of barriers and needs, strategy recommendations, and models and promising practices. as documented in Attachment B, *Assessment of Needs and Population Size*.

B.

**SUPERVISED POPULATIONS –
ASSESSMENT OF NEED AND POPULATION
SIZE**

Los Angeles Basin Regional Plan Modification
Attachment B: Supervised Populations - Assessment of Need and Population Size

The Assessment of Need and Population Size includes the following: 1) Overview of the size and demographics of the supervised population and the number of individuals released to the region annually from state prison; 2) An assessment of the types of services and a rationale as to why the services are needed to achieve long-term, livable wage employment outcomes; 3) The number of formerly incarcerated individuals served by the region's workforce system since July 2016 and data on rates of success; and 4) A description of how program partners will facilitate information sharing to evaluate need.

Part I Overview of the Size and Demographics

Data Sources:

California Department of Corrections and Rehabilitation (CDCR) *Offender Data Points Report – Offender Demographics; period ending December 2017*; <https://sites.cdcr.ca.gov/research/wp-content/uploads/sites/9/2018/07/Offender-Data-Points-as-of-December-31-2017-1.pdf>

LA County Probation Governance Study; February 2018, by Resource Development Associates Inc. - LA County Adult Probation System (APS)
http://file.lacounty.gov/SDSInter/probation/1033765_LAPGS_FinalMergedReport_20180206.pdf

Size of the Supervised Population in the Region: With a population of more than 10 million, Los Angeles is California's most populous county, and historically, the top feeder into the state's prison system. Under AB 109 Realignment, the shift in management of non-violent, lower-level offenders from the California Department of Corrections and Rehabilitation (CDCR) state prison system to county jail, parole and probation systems has had major impacts on the criminal justice landscape in Los Angeles County (LA County). Such impacts include: State Prison Releases: CDCR reports 32,127 state prisoners released to supervision in LA County in a three-year period, 2015 to 2017, averaging 10,000 new releases annually with a 3-year recidivism rate of 46.1%. Population Managed by LA County Sheriffs (LASD) and LA County Probation (LA Probation): LASD experienced a 25% increase in jail population since Realignment, currently averaging more than 16,000 inmates annually at 8 jail facilities with 74.5% of lower-level felony offenders rearrested and 54.9% reconvicted¹; LA Probation supervises an average of 60,000 non-AB 109 probationers annually at 19 LA area offices; averaging 27.6 months of supervision. Individuals Released to LA County Supervision: The table below indicates nearly one-third of the state's adult offenders are released to supervision in LA County annually, with half to Parole supervision and half to Probation Post Release Community Supervision (PRCS):

RELEASED TO SUPERVISION (Data: CDCR 2017)	2015	2016	2017	Annual Average
Statewide Prison Releases to Parole and Probation PRCS	39,628	33,868	35,623	36,373
LA COUNTY				
Prison Releases to Parole Supervision and Probation PRCS	11,866	9,901	10,360	10,709
% of State Total	30%	29%	29%	29%

¹ Board of State and Community Corrections (BSCC) data in 2017 Public Policy Institute Report on Realignment and Recidivism in California

Demographic Characteristics of Supervised Populations: Key characteristics include the following:

- Nearly one-half of supervised populations are between the ages of 25 and 39; more than 86% are male; more than one-fourth are African American, which is disproportionate to the racial makeup of LA County with a population of 9% African American; and of the four most common offense types for supervised populations, "Crimes Against Persons" represent more than half of all offenses at 64.8%.
- About 40% lack a high school diploma; many have limited or no work history and lack basic work-readiness "soft" skills; unemployment is estimated at more than 27% (Prison Policy Institute's "Out of Prison & Out of Work"2018) and averages 35% for African American men and 43% for women.
- The prospect of achieving economic self-sufficiency after release in the LA Basin is seemingly insurmountable, with the cost of living 43% higher than the national average. Median home prices are near \$600,000, 157% above the national average. Average monthly rent for a one-bedroom apartment is above \$2,200; and more than a third of the region's 50,000 homeless are estimated to be justice-involved individuals.
- One-third of adults released from state prison have a Mental Health Designation (MHD) and will require mental health and/or substance use disorder treatment in post-release care, particularly for co-occurring disorders; and have higher recidivism rates than other offenders.

Justice-involved Individuals Served by the Workforce Development System: The Los Angeles Basin Regional Planning Unit (LA Basin RPU) consists of seven (7) workforce development boards and 39 AJCCs operated throughout the region. CalJOBS data indicates 2,218 self-reported justice-involved individuals were employed through the regions workforce system, from July 1, 2016 to June 30, 2017 at an average hourly wage of \$12. About 40% of jobs were in high growth sectors in construction, trade and logistics, healthcare, and leisure and hospitality.

The average length of in-custody stay is higher among the more serious offenders released to Parole supervision than the lower-level offenders released to Probation PRCS:

<u>Average Length of Stay in State Prison</u>	
Released to Parole Supervision:	4.46 years
Released to LA Probation PRCS:	1.43 years

Tables 2 – 5 are CDCR data profiles of "supervised populations" – individuals released from state prison to Parole Supervision or Probation PRCS in LA County. Data is similar for general Probation populations.

Table 2. Nearly one-half of supervised populations are between the ages of 25 and 39, with an average age of 38.2 years for males and 37.6 years for females; gender distributions are approximately 86% male and 14% female.

Age	%	Age	%
Under 18	0.0%	45 – 49	9.3%
18 – 24	12.0%	50 – 54	8.1%
25 – 29	18.7%	55 - 59	6.1%
30 – 34	15.8%	60 – 64	3.2%
35 – 39	13.8%	65 and Older	2.9%
40 – 44	10.0%		

Table 3. More than one-fourth of supervised populations are Black/African American, which is disproportionate to the racial makeup of LA County with a population of only 9% Black/African American:

Adults - 2017	Supervised	LA County US Census
Hispanic/Latino	40.2%	48.6%
Black/African American	26.4%	9.0%
White	26.1%	26.2%
Other	7.3%	16.2%

Table 4. Of the four most common offense types for supervised populations, Crimes Against Persons represent more than half of all offenses at 64.8%:

Adults - Type of Offense	%
Crimes Against Persons	64.8%
Property Crimes	16.5%
Drug Crimes	4.4%
Other Crimes	14.3%

Table 5. One-third of adults released from state prison have a Mental Health Designation, with most requiring some level of post-release care, particularly for co-occurring disorders:

Mental Health Designation	Average %
Correctional Clinical Case Management System (CCCMS)	23.3%
Enhanced Outpatient Program (EOP)	6.9%
Total	30.2%

Recidivism. CDCR re-defined recidivism after Realignment as “conviction of a new felony or misdemeanor committed within three years of release from custody or committed within three years of placement on supervision for a previous criminal conviction.” Recidivism data below is provided by CRDC for the most recent cohort of offenders released from state prison during Fiscal Year 2013-14 and tracked for three years.

Recidivism among supervised populations in LA County is 46.1%; with statewide predictors of recidivism as follows:

- **Crime Type:** Property and drug crime offenders are associated with higher recidivism rates, while offenders committing crimes against persons are associated with lower rates; overall, non-serious/non-violent offenders had the highest three-year conviction rates across all age groups when compared to the rates of offenders with serious and violent offenses.
- **Age:** As the age of offenders increases the recidivism rate decreases: rates are higher among young adult offenders: 18 and 19 (67.1%); 20 – 24 (58.9%) and 25 – 29 (52.2%); with lower rates among 50 – 54 (35.3%) 60 and over (21.5%).
- **Race/Ethnicity:** Hispanic/Latino offenders had the highest recidivism rate (47.6%), followed by White (46.8%), Black/African American (45.6%), and Asian/Pacific Islanders at (40.8%).
- **Mental Health Designation:** Across all age groups offenders with a mental health designation (EOP or CCCMS) at the time of release have higher recidivism rates than offenders without a mental health designation.

- **Substance Use Disorder Treatment (SUDT):** Parolees who received both pre- and post-release SUDT had the lowest recidivism rate at 40.2%; overall, the recidivism rate for offenders who received any type of SUDT was 47.1% indicating the significance of a continuum of care.

Geographic Distribution

The 2017-18 LA County Probation Governance Study indicates the highest counts of probation adults are located in the northeast area of Los Angeles near Lancaster; south between Los Angeles and Long Beach; and southeast near Pomona:

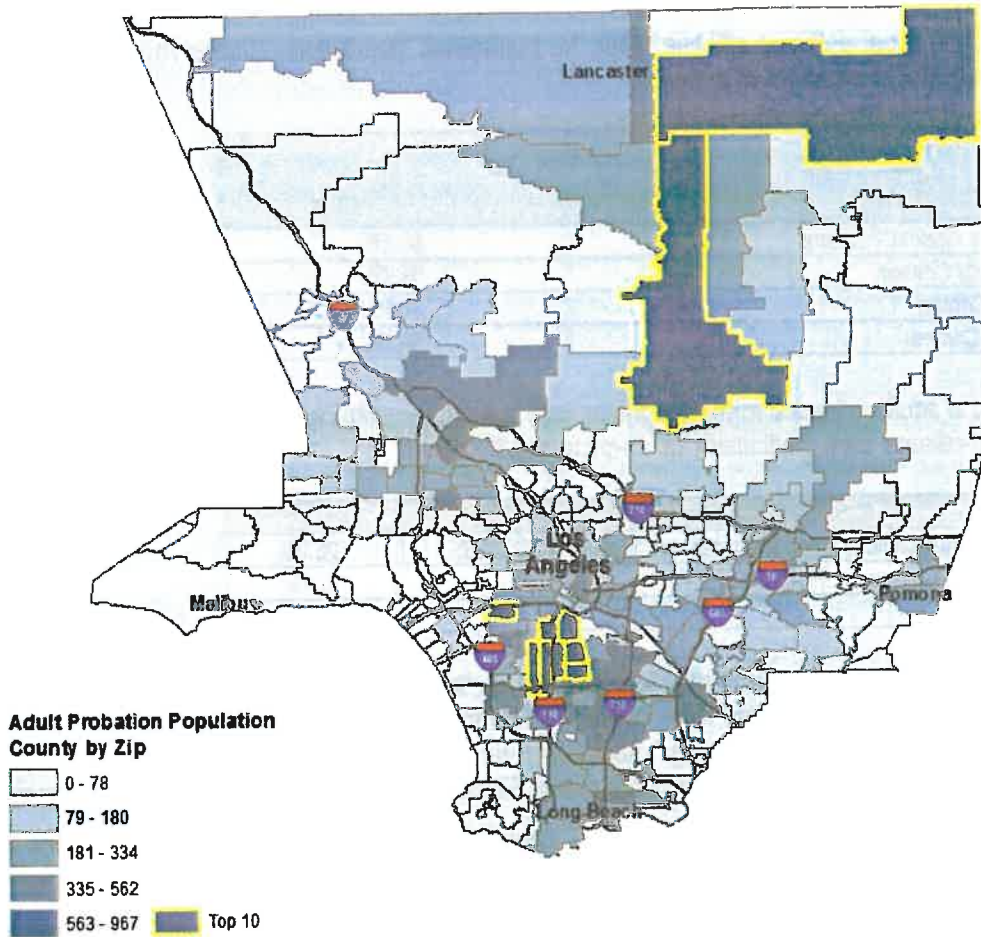


Table 6 indicates the top 10 zip codes with the highest counts of adults under probation supervision in Los Angeles County are:

LA County Zip Code	Adult Count
90044	967
90011	867
90003	817
93535	780
90037	737
93550	666
90016	646
90047	616
90002	562

Part II Assessment of the Types of Services Needed and Rationale

Quote from an LA Basin formerly incarcerated individual:

“After spending 25 years in prison, life on the outside is overwhelming – you’re not the same person leaving as when you entered. There are feelings of hopelessness. Family and friends have moved on, passed away or cut you out of their lives. There’s no support from people who care. Everything has to be relearned.”

The service needs of justice-involved individuals were determined through extensive input from five-hundred (500) reentry-experienced corrections, workforce, labor and community stakeholders with intelligence gathered through 24 community planning sessions across the eight economic regions of the county. Planning sessions including 8 Reentry forums to determine needs and barriers and 16 follow-up Workgroup Planning meetings to develop service strategies around three key focus areas: Reentry Services, Employment Services and Sector Engagement and System Alignment.

Assessment of Types of Services Needed: Reentry Services: Supportive services needs for housing assistance and transportation; mental health, substance use disorder treatment, particularly trauma-informed care; and in-custody cognitive behavior skills training were prioritized. Shared case management between service providers linked to lived-experience mentors to support positive participation and completion rates were key strategy needs. Employment Services and Sector Engagement: Work-based learning opportunities including transitional jobs, apprenticeships, on-the-job training and vocational training tied to industry-recognized certifications were identified to address work readiness barriers and improve labor market outcomes. Increased sector engagement was identified to increase opportunities for living wage, career ladder employment. System Alignment: In-reach/outreach recruitment strategies for a “warm handoff” from pre-release to community-based services; regional systems for electronic referral and data sharing; and mechanisms for ongoing planning and evaluation were identified to improve system alignment.

Evidence and Track Record of Success: The region has an extensive reentry infrastructure and a track record of success utilizing promising and best-practice approaches to serve thousands of justice-involved individuals annually. Scalable and sustainable models evidence the region’s ability to meet the service needs of justice-involved individuals. Transitional jobs have been in operation in the region for more than 20 years and, according to an MDRC Study² of several local programs, contribute to lower recidivism rates and higher employment and retention rates, particularly for individuals with multiple barriers. Local best practice models include LA:RISE, Chrysalis and the Center for Employment Opportunities, providing opportunities to build valuable workplace know-how while giving back to community through a variety of social enterprises; and the South Bay WIB’s regional partnership with the Department of Public Social Services offers transitional jobs leading to OJT and apprenticeship opportunities. Proven local apprenticeship and sector pathway programs are paving opportunities for justice-involved individuals including *Aero-Flex Pre-Apprenticeship Partnership*, building a skilled talent pipeline in the manufacturing, transportation and logistics sectors; and the Multi-Craft Core Curriculum (MC3) provides apprenticeship training and opportunities in the construction trades through the Los Angeles Orange County Building Trades Council. The SlingShot Initiative’s *C3 Skills Alliance* developed career pathways in care coordination creating opportunities for advancement for new and incumbent healthcare workers. Best practices in lived-experience mentoring, which is proven to support high participation and completion rates, are central to the case management approach of many CBOs such as Violence Prevention Coalition, Homeboy Industries, Friends Outside Los Angeles, Centro-CHA, Amity Foundation and Flintridge Center. Integrated service delivery and co-case management models offer promising, replicable approaches for AJCC-operated reentry programs including LA County WDB’s INVEST Program, which partners with LA Probation, and South Bay WIB’s Career Pathways 180 Job Preparation

² MDRC, www.mdrc.org/publication/subsidized-employment-strategy-bad-economic-times-and-hard-employ

Academy, which partners with State Parole. Both provide co-located CBO case-management, soft-skills training and integrated employment and supportive services.

Part III The number of formerly incarcerated individuals served by the region's workforce system since July 2016 and rates of success. *Data Source: CalJOBS, EDD Base Wage; FY July 1, 2016 to June 30, 2016; data provided by six of the seven LA Basin RPU WDBs; duplicated counts may occur in data breakdown, but all totals are an unduplicated count.*

Table 7. Reentry employment data by local WDB area and economic region:

Economic Region	Local WDB – Placement in Employment	Number Placed in Employment
Antelope Valley	LA County WDB	23
Central LA	LA City WDB	147
Gateway Cities	SELACO WDB, Pacific Gateway WDB, LA County WDB	156
San Fernando Valley	Verdugo WDB, LA City WDB, LA County WDB	73
San Gabriel Valley	Foothill WDB, LA City WDB	58
Santa Clarita	LA County WDB	9
South Bay	South Bay WDB, LA City WDB, LA County WDB	97
Westside	LA City WDB, LA County WDB	36
Unknown Region	All	1,826
Total Unduplicated Count		2,218

Table 8. Reentry employment by sector and median hourly wage:

*Sector Type	Sector Name	Unduplicated Placement	Median Hourly Wage	%
High Growth	Construction	181	\$15.00	10.19%
	Entertainment and Infotech	32	\$11.25	1.85%
	Health Services	80	\$12.00	4.42%
	Leisure and Hospitality	208	\$11.00	11.36%
	Selected Manufacturing	48	\$13.00	2.66%
	Trade and Logistics	223	\$13.75	12.53%
	Summary Total		765	\$12.00
Non-High Growth	Education	188	\$11.00	10.05%
	Finance	44	\$15.00	2.75%
	Natural Resources and Mining	14	\$14.00	0.72%
	Other Entertainment and Infotech	3	\$13.50	0.18%
	Other Leisure and Hospitality	28	\$14.68	1.67%
	Other Manufacturing	96	\$16.00	5.50%
	Other Services (excluding Public Administration)	80	\$11.50	5.09%
	Professional and Business Services	822	\$11.00	43.19%
	Public Administration	25	\$15.00	1.13%
	Retail Trade	161	\$10.50	8.93%
	Sector Unknown	211	\$11.35	
	Utilities	2	\$20.00	0.09%
	Summary Total		1,588	\$11.50
Grand Total		2,218	\$12.00	100.00%

**High and Non-High Growth Sector delineation by the LA Economic Development Corp., Los Angeles: People, Industry and Jobs, 2016-2021, June 2017*

Table 8 indicates the majority of workforce system job placements were in Professional and Business Services followed by Leisure and Hospitality, and Trade and Logistics. The \$12.00 average wage at placement is slightly above the \$11.00 minimum wage and below the living wage of \$14.36 for a family size of 1; and more than 50% below the living wage of \$27.91 for 2 adults and 1 child with 1 adult working. Overall, efforts are needed to increase living wage jobs in high demand industries and occupations.

Table 9. Living wage calculation:

Hourly Wages	1 Adult	2 Adult/1 Working 1 Child	2 Adults/1 Working 2 Children	2 Adults/1 Working 3 Children
Living Wage	\$14.36	\$27.91	\$30.72	\$35.83
Poverty Wage	\$5.84	\$9.99	\$12.07	\$14.14
State Minimum Wage	\$11.00	\$11.00	\$11.00	\$11.00

Source: MIT's Living Wage Calculator; <http://livingwage.mit.edu/>

The living wage is calculated as the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are per adult in a family unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate, typically quoted as gross annual income, has been converted to an hourly wage for the sake of comparison.

The LA Basin will use the Los Angeles City/County Minimum Wage in Table 10 below, which is higher than the state's minimum wage, as a baseline wage for all earn and learn and entry-level employment: (*SwipeClock Workforce Management*: <https://www3.swipeclock.com/blog/california-minimum-wage-across-cities-towns-2018-guide-employers/>)

Table 10. LA City/County Minimum Wage:

	Small Employer (1-25 employees)	Large Employer (26+ employees)
July 1, 2019	\$13.25	\$14.25
July 1, 2020	\$14.25	\$15.00
July 1, 1021	\$15.00	

Part IV How Program Partners Will Facilitate Information Sharing and Evaluate Need

Sharing Information to Evaluate Need: A dynamic planning structure from the region's Healthcare SlingShot project will be replicated to facilitate information sharing and evaluation of needs. As referenced in Part II, information sharing and evaluation of needs will be implemented through three workgroups: *Reentry Services*, *System Alignment and Employer and Sector Engagement*, with each led by one or more WDBs, facilitated by subject matter experts and featuring the participation of Parole and Probation, industry, education, CBO, labor and workforce stakeholders. Workgroup operational protocols have been established to ensure 1) the needs of reentry individuals are placed at the center of planning; 2) alignment with the LA County Community Corrections Partnership (CCP) Plan; 3) fostering relationships built upon strategic partnerships; 4) utilizing promising and best practices in the delivery of services; 5) leveraging federal, state and local assets; and 6) data-informed decision-making at the individual participant and system level. The Executive Directors of the 7 WDBs will function as the Leadership Team overseeing and approving Workgroup activities. As the region moves forward to implementation, the three Workgroups will convene quarterly to track critical data elements over time to monitor improvements and identify areas of need. Co-located partners at the fifteen (15) AJCC Reentry Hubs located in the 7 WDB areas, will convene in their local areas monthly during the first year of implementation to review individual client data on barriers, participation in services, and achievement of benchmarks and outcomes. Representatives will be assigned from each Reentry Hub to participate in quarterly meetings of the three Workgroups to review aggregate data for system evaluation and improvement.

C.

**REGIONAL COORDINATION
AND ALIGNMENT SELF – ASSESSMENT**

Los Angeles Basin RPU

Regional Plan Modification

Attachment C - Regional Coordination and Alignment Self-Assessment

Score Range: Learning/Experimenting; Operationalizing/Doing; Growing/Expanding/Scaling

Eight in-depth self-assessment sessions were held throughout the Los Angeles RPU. A total of 78 stakeholders attended sessions, including representatives from the seven workforce development areas, community colleges, adult schools, labor organizations, businesses and a wide array of workforce partners and community-based organizations. The sessions featured facilitated discussions on progress that workforce development boards and their system partners were making toward achievement of regional plan and statewide goals, using the indicators to measure accomplishments. Based on the "crosswalk" of Indicators published by the California Workforce Development Board, the LA Basin self-assessment examined progress on Indicators A through H.

Indicator A (Score 2.2: *Operationalizing/Doing*) Evaluated whether the "region had a team that jointly convenes industry and is led by industry champions." Sector initiatives convene at least several times a year in most of the region's demand sectors to address skills gaps and labor force needs. The regional Slingshot Healthcare Initiative has achieved outstanding results in addressing industry-identified skills gaps in care coordination and offers career pathway training to new and incumbent workers. The AeroFlex Pre-Apprenticeship Partnership convenes regularly to address training needs in the manufacturing, transportation and logistics sectors with a goal to develop a pipeline of skilled technical workers with requisite credentials to sustain and advance in employment. The regional Workforce Initiative Now-Los Angeles (WIN-LA) is focused on careers in the transportation industry with career pathways in construction, operations/maintenance, administration and professional services within the transportation sector. Similar sector efforts are underway for bio-tech and construction worker training programs. Champions have been identified in healthcare, manufacturing/transportation with others being identified to support business engagement efforts in the other sectors.

Indicator B (Score 2.0: *Operationalizing/Doing*) Evaluated whether the "region has shared industry sector focus and pools/shares resources to meet demand." , Within the RPU's four-year plan, the seven local boards identified six target sectors for the region. The boards continue to prioritize training and leveraged support for these sectors, and regularly communicate opportunities related to these industries to system partners. Sector Navigators employed through EDD and the community colleges function as shared resources to identify and organize training and employment needs. A wide variety of resources are pooled among the seven boards to fund training, including WIOA, County general funds, TANF dollars and special State and local initiatives. More work is needed to engage and share resources with workforce partners that are not co-located in the AJCCs.

Indicator C (Score 1.95: *Operationalizing/Doing*) Evaluated whether the "region has a process to communicate industry workforce needs to supply-side partners." The seven workforce areas are developing a website to communicate workforce needs countywide to all businesses, workforce partners and employers. The Verdugo workforce area is the lead for this project. The greatest unmet need is improving communications to the many workforce partners who are not physically located in AJCCs. The platform will provide easy access to information as it becomes available, thereby enabling system partners to business needs in real time.

Indicator D (Score 1.9: *Operationalizing/Doing*) Evaluated whether the “region has policies supporting equity and strives to improve job quality.” Considerable progress is being made through the prison-to-employment initiative, construction worker training for the building trades, outreach to homeless individuals and to individuals with disabilities. These efforts are described in detail throughout the regional and local plan modifications.

Indicator E (Score 1.9: *Operationalizing/Doing*) Evaluated whether the “region has shared target populations of emphasis.” The region has made considerable progress identifying and serving disconnected youth. The LA Unified School District employs navigators in some of the region’s AJCCs to help youth access federal, State and local services and resources. The score for this indicator should improve as the prison-to-employment, competitive integrated employment, MC3, Cal Fresh and other new initiatives described in the regional and local plan modifications are rolled out.

Indicator F (Score 2.1: *Operationalizing/Doing*) Evaluated whether the “region deploys shared/pooled resources to provide services, training and education to meet target population needs.” The South Bay Workforce Investment Board administers I-TRAIN, which increases access to quality training and industry-recognized credentials in the LA RPU. Strong Workforce funding has significantly increased industry-driven training at community colleges in the region. The disconnected youth initiative, the region’s top priority over the last two years, has been expanded and now includes the entire region, through work being done by the seven local boards and stakeholders in their jurisdictions. Measure H, led by LA County, has involved all seven workforce areas and their partners in expanding services to homeless individuals.

Indicator G (Score 1.9: *Operationalizing/Doing*) Evaluated whether the “region utilizes shared/common case management and capacity building strategies such as co-enrollment and professional development, to develop shared responsibility for providing services and ensure quality outcomes.” SELACO WDB takes the lead region-wide in arranging staff and partner professional development. The AJCCs coordinate case management and develop common service strategies involving a wide array of co-located workforce agencies. The major area for expansion and improvement is involving community-based organizations and other workforce partners, which do not have a presence in the AJCCs.

Indicator H (Score 2.2: *Operationalizing/Doing*) Evaluates whether the “region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes.” The RPU’s Regional Plan Implementation (RPI) grant funds several initiatives which support joint efforts in program administration. SELACO WDB takes responsibility region-wide for staff training and professional development. The South Bay WIB takes the lead on managing training and credentials (I-TRAIN). The Foothill WDB convened workforce board leaders from several of the region’s WDBs to discuss increased workforce board input and involvement in all regional efforts. Los Angeles County takes the lead in the transportation sector by coordinating employment and training at Metro on behalf of all seven workforce areas. The City of Los Angeles has taken the lead in expanding services to disconnected youth County-wide. A major area for improvement was better messaging and branding across the workforce system. The Verdugo workforce area leads this effort.

Indicators I and J do not apply to the LA Basin RPU.

D.

RESOURCES TO INFORM EMPLOYERS

**Los Angeles Basin RPU
Regional Plan Modification
Resources to Inform Employers – Attachment D**

A regional Reentry Website has been established at <https://fairchance.lacounty.gov/> to provide tools and resources to inform employers about the benefits of hiring justice-involved individuals and assist them in onboard a ready, willing and able reentry workforce. The website, which is sponsored by the County of Los Angeles Consumer and Business Affairs, Department of Human Resources and other county departments features:

- Fair Chance Act information including the CA Fair Chance Act Toolkit, CA Fair Chance Act FAQs, and CA Fair Chance Act Factsheet for Employers;
- Success Stories of hiring employers and justice-involved individuals;
- Informational videos on topics such as *Redefining Your Workforce* and *Redefining Reentry*;
- Information on the Work Opportunity Tax Credit, California New Employment Tax Credit, Federal Fidelity Bonding; and
- Linkages to AJCCs for recruitment, screening and onboarding services to assist employers with finding and keeping good reentry workers.

AJCC Business Services Representatives (BSRs) will function as the central point of contact to inform and assist employers in navigating access to tools and resources, which will be available online at the LA County and AJCC Reentry Hub websites with direct links to BSRs for assistance, as needed. E-Information Notices will be sent regularly through industry partnerships including the Hospital Association of Southern California, the Community Clinic Association of Southern California, Biocom Institute and Aeroflex Manufacturing Pre-apprentice Partnerships with more extensive information available through webinars, flyers, podcasts and newsletters.

Benefits-oriented messaging will be communicated to inform and recruit employers through a variety of outreach mechanisms. The LA Chamber of Commerce provided leadership to launch a business-to-business campaign to dispel myths about justice-involved individuals, raise awareness of the Fair Chance Act, and promote the benefits of hiring justice-involved individuals. The LA Basin RPU will coordinate with the LA Chamber to expand the campaign to more than 30 other chambers in the region and identify industry champions to promote business-to-business messaging using videos, E-newsletters and roundtable guest speakers at industry events.

E.1.

**IDENTIFY AND CATALOG EMPLOYERS WILLING
TO HIRE JUSTICE- INVOLVED INDIVIDUALS**

**Los Angeles Basin RPU
Regional Plan Modification
Identify and Catalog Employers Willing to Hire Justice-Involved Individuals –
Attachment E-1**

A total of 598 employers who have hired justice-involved individuals have been cataloged in a regional database with company name, industry type, job title and wage at time of employment. The list is compiled and maintained by the LA County WDB's division of Workforce Development, Aging and Community Services (WDACS) which also serves as the region's data agent. Data is accessed through CalJOBS and other local employment data sources. New employer partners will be added regularly, and the list will be available to case managers and job coaches at the AJCC Reentry Hubs and other workforce partners.

Attached is the list of employers in the LA Basin who hired justice-involved in FY 2016 – 2017.

E.2.

**LIST OF EMPLOYERS WILLING TO HIRE JUSTICE-
INVOLVED INDIVIDUALS**

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
(blank)	1,572
Goodwill	27
Randstad	20
Go Staffing	19
Metro Transportation	17
American Apparel	17
Employnet	15
True Blue	12
Farmer John	10
Express Employment Services	10
McDonald's	9
The Select Family of Staffing	8
Staffmark	8
Vensure Employer Services	8
Allegis Group	8
Contemporary Services Corporation	8
Chartwell Staffing	7
United Parcel Service	6
Aerotek	6
HAMILTON PRIVATE SECURITY	6
Home Depot	6
Labor Ready	5
Pirate Staffing	5
Walmart	5
Smart & Final	5
Rosendin Electric	5
GGG DEMOLITION INC	5
Elwood	5
Kelly Services	5
Adecco	5
Sweetgreen	4
Staffing Network	4
Securitas	4
Pacific Protection Services	4
People Ready	4
May Trucking	4
Flying Food Group	4
FIRST RATE STAFFING	4
7 Eleven	4
IHSS	4
ON TIME STAFFING	3
SELECT STAFFING	3
LUXURY SHUTTLE GROUP	3
ONTIME STAFFING	3
SP Plus	3
TOTAL SAFETY	3
Starbucks	3

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
Volunteers of America	3
OCEAN BEAUTY SEAFOODS, INC.	3
Macy's	3
Los Angeles Conservation Corps	3
Rhired Staffing	3
S & S Activewear	3
SHORELINE CONSTRUCTION	3
Chief Protective Services	3
ALTECH SERVICES	3
ABM	3
GATE GOURMET	3
G2 Security Staff	3
Baron HR	3
Citi Staff Solutions	3
Chrysalis	3
Chipotle	3
EMPOWER CULINARY STAFFING	3
Exact Staffing	3
Decton	3
JACK IN THE BOX	3
Dollar Tree	3
El Pollo Loco	3
CRCD	3
Schneider Trucking	2
Morrow Meadows	2
US Security Holdings	2
Navajo Express	2
WLCAC	2
WELLS FARGO	2
Universal Protection	2
Natures Image	2
Volt	2
Outsource	2
Warphire/Nova	2
PSC Industrial	2
Patina Restaurant	2
Maxim Healthcare	2
Lowe's	2
Staples Center	2
Unknown	2
NORTHROP GRUMMAN	2
Morley Construction	2
Superior Grocers	2
PCL Construction	2
Partnership Staffing Solutions	2
Walsh Shea Construction	2
Sygma Network	2

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
Select Family of Staffing	2
The Gap	2
Manpower	2
Safeway	2
GRIFFITH COMPANY	2
In Home Supportive Services	2
HMT Electric	2
Charter	2
BYD Coach and Bus	2
Allied Universal	2
Kentucky Fried Chicken	2
AMERICAN GUARD SERVICES	2
Homeboy Industries	2
Angelica	2
JT Resources Inc	2
Anschutz Entertainment Group	2
BBSI	2
Fitness International	2
GSF Driving School	2
Amazon	2
HIREGENICS	2
Flynn Restaurant	2
Beit T'Shuvah	2
City of Los Angeles	2
BJD SERVICES	2
Classic Party Rentals	2
BRINKER INTL PAYROLL CO,LP	2
Clougherty Packing Company	2
Kamran Staffing	2
Coca-Cola	2
Caltrans	2
GOLDEN STATE FC LLC	2
Kimco	2
SOUTHWEST REGIONAL COUNCIL	1
LAW OFFICES OF RICHARD T. MILLER	1
TERRACES AT PARK MARINO LP	1
NEAL ELECTRIC CORPORATION	1
WASHINGTON IRON WORKS	1
NELSON NUTRACEUTICAL	1
SUMMIT RENTALS	1
No Ordinary Moments Inc	1
TOP SHOP LOS ANGELES	1
NOOTER CONSTRUCTION	1
VFORCE	1
Nordstrom	1
Sober College	1
Norman International	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
STAFFING AGENCY	1
NORMANS	1
SYKES ENTERPRISES INC	1
NORTH VALLEY VETERINARY CLINIC	1
MJM SERVICES	1
LITTLE JIM & TIM'S AUTO REPAIR	1
TURNING POINT OF CENTRAL CALIFORNIA, INC.	1
NOVA MANAGEMENT/WARPHINE	1
Vallarta Supermarket	1
NPM STAFFING	1
Walgreens	1
NURSEFINDERS	1
Western Express Inc	1
O'BRYANT ELECTRIC, INC.	1
SOUTH BAY WIB	1
OC & C CONSTRUCTION	1
SPIRIT & TRUTH CHRISTIAN JEWELRY	1
OCA ELECTRICAL	1
MEDLIS INC	1
LIV HOME INC	1
SUPERIOR THREAD ROLLING	1
OD RESENDEZ TRUCKING	1
TALENT PARTNERS	1
OMNI CONTRACTING	1
THE CRAFTSMAN BARF AND KITCHEN	1
LOCAL 300 LABORS INTL UNION	1
MOD PIZZA	1
ONNI CONTRACTING, INC (CALIFORNIA)	1
Transdev	1
LOCAL UNION 300-DUTCHMAN ELECTRIC	1
UCLA	1
OUTBACK STEAK HOUSE	1
US POSTAL SERVICE	1
KKW TRUCKING INC	1
MV Transportation	1
PACIFIC CLINICS	1
MY BUS	1
PACIFIC PACKADING MACHINERY	1
WALTON ELECTRIC CORP	1
Los Angeles County	1
WEBCOR BUILDERS	1
PACIFIC STEEL GROUP	1
SO CAL DECKHAND	1
PACIFICA HOTEL CO	1
Solvis Staffing Services	1
PALMDALE SCHOOL DISTRICT	1
SOUTHERN CALIFORNIA CONCRETE PUMPING	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
PAN PACIFIC PLUMBING COMPANY	1
MBC INC	1
Parsec	1
ST. AGNES CHURCH	1
LOS ANGELES TRUCK CENTER	1
KJ GRAND AMER TIRES WHEELS	1
PATHWAY GROUP	1
STORE IT MOBILE	1
LOS ANGELES UNIFIED SCH DIST	1
Michael's Stores	1
PB FASTENERS	1
MIDNIGHT MISSION	1
KM Industrial	1
SYSTEMS WATERPROOFING	1
PEOPLE ASSISTING THE HOMELESS	1
TASTY FOOD SERVICES INC.	1
LSG	1
TGI Friday's	1
PERFECTLY SWEET	1
THE EZRALOW COMPANY	1
PERSONAL PLUS	1
THE INSTITUTE FOR APPLIED BEHAVIOR ANALYSIS	1
Personnel Staffing	1
TITAN WORLDWIDE FREIGHT DISTRIBUTORS	1
Petrochem Insulation	1
MOHS- TEK, INC	1
PF CHANGS	1
MONI SMART SECURITY	1
LUX NORTH DEVELOPMENT CORP	1
UAV COMMUNICATIONS INC	1
PITA PIT	1
LARGO CONCRETE	1
PLASTIC CONNECTIONS INC	1
MR. BUILD SOLAR	1
PLAZA OVERHEAD DOORS	1
USA WASTE OF CALIFORNIA, INC	1
PPC CONSTRUCTION	1
VART CONSTRUCTION INC	1
Prime Wheel Corporation	1
VEST INC	1
PRIMER STUDENT LOAN CENTER	1
Vista Cove Care	1
Priority Workforce	1
VXI Global Solutions	1
Pro Drivers	1
WALSH CONSTRUCTION	1
PROTERRA	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
NATIONAL PLANT SERVI	1
PROVIDENCE FAMILY MEDICAL CENTER	1
WATKINS ENVIRONMENTAL INC	1
PSC	1
WEST COAST RELOCATION MOVERS	1
KOULAX ENTERPRISE, INC	1
NCOMPASS INTERNATIONAL	1
PUMPMAN INC.	1
SO CAL PIZZA	1
PUP E TAILS	1
SODEXO	1
QUALITY CLEANERS	1
SOS CRANE & TRUCKING	1
QUALITY STAFFING OF SOUTHERN CA INC.	1
SOUTH EAST LEASING SERVICES	1
QUANDARY CONSTRUCTION INC	1
Southern Counties Oil Co	1
QUICK SERVICES	1
Sovereign Health	1
QUICKLY	1
SPF LOGISTICS	1
R.W. ZANT CO.	1
ST MONICA CATHOLIC COMMUNITY	1
RADNET	1
Staff Pro Security	1
Ralph's Grocery	1
MBI EXCAVATION	1
LX BUSINESS SERVICES	1
STANDARD AERO	1
RANDSTATSOURCERIGHT	1
LANGHAM HUNTINGTON & SPA HOTEL	1
RAY ALLAN SEAL INC.	1
Subway	1
REVOLUTION FIELD STRATEGIES	1
SUPERCUTS	1
REYNOLDS AMERICAN, INC.	1
SUPERIOR PERSONNEL INC.	1
M & S TRUCKING	1
SUPERIOR WALL SYSTEMS, INC.	1
RIE	1
Mike Roche Inc	1
RITE AID	1
Sysco	1
RITE ENGINEERING & MFG	1
T MART	1
ROCKIN' JUMP	1
Target	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
RODNEY YOUNG INSURANCE	1
TENDER GREENS	1
ROOFMASTER PRODUCTS CO	1
TERRAZZO & MARBLE SUPPLY CO	1
KPG HEALTHCARE LLC	1
The Big Spicy Corp	1
ROUSE CO	1
THE DEPENDABLE HIGHWAY	1
RUTH'S CHRIS STEAK HOUSE	1
THE FLAVOR TABLE	1
RWM FIBER OPTICS	1
THE HYDROPONICCITY	1
RYE ELECTRIC	1
THE ROMAN CATHOLIC ARCHBISHOP OF LOS ANGELES	1
MAGIC LAUNDRY SVC	1
THYSSENKRUPP ELEVATOR	1
Wolfe Trucking Inc	1
TOMMY'S HAMBURGERS	1
WOODEN NICKEL LIGHTING INC	1
TORTOISE INDUSTRIES	1
WWE, INC.	1
TOWN & COUNTRY	1
KIRRA CONSTRUCTION	1
TRU ARCHITECHTURAL	1
SANDBERG FURNITURE CO INC	1
TRUST CONSULTING SERVICES	1
SBE GROUP	1
TWI	1
LA CARE HEALTH PLAN	1
Uber	1
Schultz Mechanical	1
UNITED HEALTH GROUP	1
SCOPE ENVIRONMENTAL	1
UNIVERSAL CITY STUDIOS LLLP	1
SD & A	1
UNIVERSALS COMMUNITY HEALTH CENTER	1
SD&A INC.	1
Urban 24	1
SEAL ELECTRIC, INC.	1
MTA BUS CONTROL	1
SECOND SIGHT MEDICAL PRODS INC	1
USF REDDAWAY	1
MARMOL RADZINER & ASSOCIATES INC	1
VANS DISTRIBUTION CTR	1
MASTERTON STAFFING SOLUTIONS	1
VECTOR MARKETING COMPANY	1
SELECT MEDICAL CORP	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
VENTANA LUX APT	1
MATTRESS STOP	1
VF STAFFING	1
SELF EMPLOYED	1
VISION SCENERY CORP INC	1
SERVICE WEST INC.	1
MVP Staffing	1
SHEPARD TRUCKING	1
VONS	1
SHIELD NATIONAL SECURITY	1
W James Construction Inc	1
SHIRLEY KING	1
Mydatt Services	1
LA HYDROJET & ROOTER SERVICE INC.	1
NASSUA CANDY DISTRIBUTION	1
SHOWROOM INTERIORS	1
WARMELIN PRECISION PRODUCTS	1
SIGMA	1
WASHINGTON BOULEVARD ANIMAL	1
SIMPLY POKE	1
WASTE MANAGEMENT	1
SINGLE ROOM OCCUPANCY HOUSING	1
Watts Labor Community Action Committee	1
SJY TRANSPORTATION	1
LIFOVUM FERTILITY MANAGMENT LLC	1
SKYLOCK INDUSTRIES INC	1
WEST VALET PARKING	1
LA LIVE	1
LINK STAFFING	1
SME Steel	1
SMG CATERING	1
WOODGLEN VENTURE APARTMENTS	1
Salvation Army	1
XPO SALES INC	1
SAN FERNANDO COMMUNITY HEALTH CENTER	1
SAN PEDRO FISH MARKET & RSTRNT	1
FLAT AND VERTICAL INC.	1
IATSE LOCAL 33	1
ARTIS ANAL BREWERS COLLECTIVE, LLC	1
Bank Of America	1
AWESOME OFFICE, INC. DBA SNACKNATION	1
BAPKO METAL FABRICATORS	1
GETTIER	1
BAREFOOT DREAMS INC	1
Hertz	1
24 HOUR FITNESS	1
INTERSTATE DISTRIBUTION CO	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
BARRETT BUSINESS SERVICES	1
EXPRESS PRO	1
ACADEMY AWNING, INC.	1
Anti-Recidivism Coalition	1
BEACON SALES ACQUISITION	1
ARI DEVELOPMENT, INC	1
ACCESS PACIFIC INC	1
H&R BLOCK	1
Best Western	1
HORIZON PERSONNEL SERVICES	1
Beverly West Healthcare	1
INDEPENDENT CONTRACTOR	1
ACOSTA, INC.	1
JCPENNEY	1
BLACK ANGUS STEAKHOUSE	1
EUROPEAN WAX CTR	1
BLAZE PIZZA	1
AND CONNECTUS	1
BMW SECURITY	1
Forever 21	1
BNX SHIPPING INC	1
Gardner Trucking	1
BOTTEGA LOUIE	1
GLOBAL SERVICE R QUICKBOOKS	1
BRIGHT VIEW LANDSCAPE DEVELOPMENT	1
GRAIWER & KAPLAN	1
Brinderson Construction	1
GSI HEATING AND AIR CONDITIONING	1
Action Horizons	1
HARD ROCK CONSTRUCTION	1
Buena Park Hotels and Suites	1
HOLY SPIRIT RETREAT CENTER	1
BUSTOS' TRUCKING, LLC	1
HP Communications Inc	1
BUZZARDS BAY STRATEGIES INC	1
IMPRESA AEROSPACE	1
2ND CHANCE FOR RECOVERY	1
INNOVATIVE RESOURCE MANAGEMENT INC	1
C.R.ENGLAND,INC	1
J H BRYANT JR INC	1
CAL ROOFING INC	1
AUTOZONE	1
ADVANCED ENTERTAINMENT TECH	1
B&B SECURITY	1
Carl's Jr	1
AMR Transportations	1
CARTEL LLC POST PRODUCTION	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
FAIURWAY STAFFING	1
Cast and Crew Entertainment Services	1
ANDY FRAIN SVC	1
CEILINGS PLUS INC	1
Able Services	1
CELL CRETE	1
FRESH & READY	1
CENTER FOR RESTORATIVE JUSTICE	1
Gamestop	1
CENTERSTAGING MUSICAL PRODUCTIONS INC	1
GCA SERVICES GROUP	1
CERTIFIED SAFETY INC.	1
GINA MUDARRIS	1
CHADUCO INC. PERSONAL MANAGMENT	1
ARCADIS US INC	1
360 RPM RESOURCE PERSONNEL MANAGEMENT	1
GOURMENT FOOD SOLUTIONS INC	1
AGRO-TECH LANDSCAPE	1
GREAT CLIPS FOR HAIR	1
Cheesecake Factory	1
GROWTHPOINT GLOBAL INC	1
Chevron	1
Gus's World Famous Fried Chicken	1
CHICK N CHOW, INC.	1
HANSON DISTRIBUTING COMPANY	1
CHICK-FIL-A	1
HD BROKERS	1
ALAMITOS ENTERPRISES	1
ASPHALT FABRIC & ENGINEERING	1
Chill's	1
HOME PRIDE MARKETING	1
ALL CIRCUITS ELECTRIC	1
HOTEL INDIGO-LOS ANGELES	1
CHIPTON ROSS INC.	1
I BUY POWER	1
1st Class Event Services	1
IHOP	1
CI SECURITY SPECIALIST, INC.	1
AUTHENTIC RECOVERY LLC	1
Circle K	1
INFINITY DRYWALL CNTRCTNG INC	1
ALLIED SALES & DISTRIBUTION, INC.	1
INTERNATIONAL PAPER CO	1
804 TECHNOLOGY, LLC	1
IQOR HOLDINGS US INC	1
9021 PHO	1
AUTO NATION TOYOTA BUENA PARK	1

* Represents Data from the following Worforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
CLASSIC PROTECTION INC.	1
JIFFY LUBE	1
CLEMENTS DENTAL FAMILY	1
KADIMA SECURITY SERVICES INC.	1
A & A READY MIXED CONCRETE INC	1
KB ENGINEERING	1
CLP Construction	1
KIDS CASTLE CHILD CARE CENTER	1
Coalition For Responsible	1
EVERGREEN SMART ENERGY, INC.	1
Coalition to Preserve Los Angeles	1
ANAMA CLOTHING	1
COBLAT CONSTRUCTION COMPANY	1
Exxon Mobil	1
A TECHNICAL COLLEGE	1
Family Dollar	1
COCKRAM CONSTRUCTION INC	1
Federal Express	1
COIT SERVERS INC	1
AARRIS HOMECARE	1
Commerce Club Casino	1
ANN INC	1
COMMUNITY HEALTH COUNCILS INC	1
FOLLETT CORPORATION #727	1
COMPONENT WEST INC	1
Fox Rent A Car	1
COMPUTERSHARE	1
G SOLUTIONS ENTERPRISE INC	1
CONNER LOGISTICS INC	1
G3 SECURE STAFFING	1
CONSOLIDATED STAFFING SLTNS	1
GARDEN FRESH	1
CONSTRUCTION & DEMOLITION RECYCLING INC	1
Apple One	1
CONSTRUCTION TEMPS	1
GERDAU REINFORCING STEEL	1
AMERICAN CINEMA TECH	1
Applebee's	1
CONTINENTAL HEAT TRATING, INC.	1
GLOBAL HUMAN RSRCS OUTSOURCING	1
CONVERGENCE MARKETING	1
GLOBAL SERVICE RESOURCES INC	1
Core Staff Solutions	1
GOLDEN BEGINNING LLC	1
CORPORATE EMPLOYMENT RESOURCES	1
ARIZONA LABOR FORCE INC,	1
COSWAY CO	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
Gourmet Trading Company	1
Covenant Transportation	1
Graves Motorsports	1
CR ENGLAND	1
GREENFIELD CARE CTR.	1
CRAZY OTTO'S DINER	1
GRILEY AIR FREIGHT	1
AMERICAN GARDENA INC	1
ASBESTOS INSTANT RESPONSE INC.	1
CRIMSON	1
GUEARINI LAW FIRM	1
CULINARY STAFFING SERVICE	1
H & H CASING SVC	1
Kiewit	1
ASIAN AMERICAN DRUG ABUSE	1
King's Seafood Company	1
HARBOR WIRING INC.	1
Cypress Security	1
Hawaiian Gardens	1
DANMAR INSURANCE SVC	1
HEARTLAND EXPRESS	1
DECKY COMPANY	1
HIBLER SANT ANA EL SEGUNDO LLC.	1
A2B AUTO DETAIL SERVICES, INC.	1
Associated Ready Mix	1
DEL TACO	1
ATF PRIVATE SECURITY	1
DEPARTMENT OF CHILDREN& FAMILY SERVICES	1
A-THORNE PORTABLE TOILETS	1
DESTINY RECOVERY CENTER, LLC	1
HOST INTERNATIONAL, INC	1
Devry	1
HOUSING AUTHORITY CITY OF LOS ANGELES	1
DI CARLOS SEAFOODS	1
HRC FERTILITY CLINIC	1
DIVERSIFIED UTILITY SVC INC	1
I.B.E.W.	1
DIVERSIFIED VOCATIONAL COLLEGE	1
IB CONSTRUCTION INC	1
DN AM CONSTRUCTION	1
ATKINSON & ASSOC INC	1
DOLLAR KING	1
IMPRESSIVE DETAIL	1
AMERICAN INTERSTATE LOGISTICS	1
INCOTEC CORP	1
DOLPHIN TRUCKING SCHOOL	1
INDIGO HOTEL DTLA	1

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

LA County Basin *
FY 2016-17 Justice Involved Participants Placed in Employment

Employer Name	Unduplicated Participants Placed
Dominos Pizza	1
INLAND PACIFIC COATING	1
DUKE PACIFIC	1
INTER-CON SECURITY	1
E. JORDON BROOKS	1
INTERNATIONAL SECURITY ACADEMY	1
EASTRIDGE WORKFORCE SOLUTIONS	1
IQ Personnel	1
EASTSIDE HOLDINGS	1
IRISH CONSTRUCTION	1
EDD MDR	1
J. CORE STYLE	1
El Monte RV	1
JACKSON ENGINEERING	1
AMERICAN LOGISTICS	1
JG ELECTRIC	1
EL PRADO CLEANING SVC INC	1
JOHN S. MEEK COMPANY	1
ELC BEAUTY LLC	1
JWCH INSTITUTE INC	1
AMERICANA	1
KAISER ALUMINUM	1
EMPLOYERS CHOICE SCREENING	1
KANI EXPRESSN INC	1
AMERICOLD LOGISTICS	1
KC AUTO TRANSPORTATION LLC	1
Ampam Parks Mechanical	1
B&V ENTERPRISES DBA SUPER KING MARKET	1
Enterprise Rent-A-Car	1
BAKER ELECTRIC INC	1
ESMAR MANAGEMENT GROUP, IN.C	1
CULMIN STAFFING GROUP INC	1
12818 FIRESTONE BLVD	1
KINKISHARYO INTERNATIONAL	1
CVS/PHARMACY	1
Grand Total	2,218

* Represents Data from the following Workforce Development Areas: City of Los Angeles, Foothill, Verdugo, SELACO, South Bay, and County of Los Angeles

F.

OUTREACH EFFORTS TO STAKEHOLDERS

Los Angeles Basin RPU
Regional Plan Modification
Outreach Efforts to Stakeholders – Attachment F.

A dynamic and inclusive community engagement process was conducted to ensure meaningful stakeholder, community, and service population participation and to ensure the interests of client populations were placed at the center of discussions to modify the regional plan. Planning activities were organized within the seven Local Board areas and the eight economic regions of the county. A schedule of community engagement meetings/listening sessions was noticed to the State Board and broadly published on the websites, social media and bulletin boards of the seven Local Boards and their America's Job Centers of California (AJCCs) and community partners. Nearly 500 stakeholders from corrections, education, community, labor and industry participated in 34 convenings including eight regional reentry and eight self-assessment planning forums; four reentry partnership and state-funded grantee planning meetings; one focus group of justice-involved individuals; twelve reentry workgroup planning meetings; and one MC3 partnership meeting. The responses, insights and recommendations of these stakeholders helped to inform and shape the development of the Regional Plan Modification.

As a result of this extensive and comprehensive engagement process, the LA Basin RPU achieved participation of all required stakeholders in one or more planning meetings/listening sessions as evidenced in Exhibits III – XI, attached.

G.

**PUBLIC COMMENTS IN DISAGREEMENT
WITH LOCAL PLAN**

Los Angeles Basin RPU
Regional Plan Modification
Public Comments – Attachment G

A thirty-day public comment period was held, February 6 – March 8, 2019, throughout the LA Basin with notices on the websites, bulletin board, social media and other media of the seven workforce boards in the region. There were no public comments received “in opposition” to the Regional Plan.

At the request of a key stakeholder and partner, Five Keys Schools and Program, who provides in-custody education and training services at LA County Jails and who participated in reentry planning, comments are attached relating to “ *WIOA Regional and Local Plan Modifications*, presented at the [Reentry] Stakeholder Listening Sessions.”



To: Los Angeles County Workforce Development Aging and Community Services
From: Shanley Rhodes, Chief of In-Custody and Workforce Programs
Re: WIOA Regional and Local Plan Modifications
Date: 02/28/2019

On behalf of Five Keys Schools and Programs, I am submitting the following for public comment on the *WIOA Regional and Local Plan Modifications*, presented at the Stakeholder Listening Sessions.

Specifically, I would like to address the new state level partnerships between California Department of Corrections (CDCR), the California Prison Industry Authority (CAPLIA), and the California Workforce Association (CWA) with the goal of improving labor market outcomes of the state's formerly incarcerated population.

First, we are thrilled that the state is committed to enhancing employment resources for the justice-involved population—and that Los Angeles County has invited community stakeholders to the table to help inform the local and regional plans to ensure these resources are most impactful. Five Keys was founded by the San Francisco Sheriff's Department in 2003 with the mission to provide high quality education and programs for incarcerated adults in San Francisco and Los Angeles County. To this day, our work has centered on the keys required to reduce recidivism and support healthy and productive reentry—education, recovery, family, community, and employment. Since 2012, we have helped more than 550 men and women earn their high school diploma while incarcerated in Los Angeles. Today we also partner with WDACS, Los Angeles County Sheriff's Department (LASD), LA County Probation, Los Angeles County Department of Human Resources and LA City WDB, to provide a range of supportive services, including job readiness and therapeutic case management to clients preparing for their release from jail.

We understand that successful reentry depends not only upon an individual's education but also requires a supportive community with opportunities for positive connections. Meaningful employment is perhaps the greatest evidence of positive connection to community and is a leading indicator for reduced recidivism. We believe that meaningful employment requires more than just a job; it requires a job that is connected with an individual's career goals with the opportunity for advancement and a living wage.

The students and clients we serve in custody require additional support to be successful in meaningful employment. They may be transient and lack permanent housing. They may be struggling with addiction or mental health issues. As job seekers, they will most certainly encounter structural barriers due to being recently incarcerated— occupational licensing

restrictions, complicated and sometime inaccurate RAP sheets, lack of immediate access to right to work documents, employment hiring practices that may not follow fair chance hiring laws, and the lack of a professional network. Additionally, we have found that the workforce system in Los Angeles County may not be sufficiently coordinated for justice-involved job seekers. Informed by all of this, we would make the following recommendations:

- Ensure that there are employment and career readiness pathways that are aligned across local and regional justice system agencies, including with the Sheriff's Department, Adult Probation, and Regional Parole;
- Provide in-custody sector-based training programs that are aligned with such programs in the community;
- Increase access to paid training and subsidized transitional employment opportunities for formerly incarcerated populations so they may support themselves while gaining the necessary skills for meaningful long-term employment;
- Engage employers in the public and private sectors to commit to hiring justice-involved individuals with the aim to reduce stigma and increase fair-chance hiring practices;
- Assist with easing transition from jail to community with programs that help inmates acquire right-to-work documentation, while in custody;
- Advocate for state-wide policy reform that reduces barriers to occupational licensing that does not negatively impact public safety;
- Convene a working group of local stakeholders that includes criminal justice agencies, workforce development providers, community nonprofits, and employers to develop and promote strategies for collaboration and systems change that promotes meaningful employment for formerly incarcerated individuals in Los Angeles County.

We appreciate your time to consider these comments and look forward to collaborating with you on future efforts that support this work.

Best,

Dr. Clarece Weinraub
Superintendent
Five Keys Schools and Programs
clarecew@fivekeys.org

Michelle Renteria
Five Keys Schools and Programs
micheller@fivekeys.org

Dr. Shanley Rhodes
Chief of In-Custody and Workforce Programs
Five Keys Schools and Programs
shanleyr@fivekeys.org

EXHIBIT III.
COMMUNITY ENGAGEMENT NOTICE
TO STATE BOARD

Cyd Spikes

From: Cyd Spikes <cydsp@gmail.com>
Sent: Friday, September 28, 2018 12:38 PM
To: Bethany.Renfree@cwdb.ca.gov; Michael.Dowdy@cwdb.ca.gov;
Rafael.Aguilera@cwdb.ca.gov
Cc: David Eder
Subject: Los Angeles Basin RPU Regional Plan Modification - Stakeholder Planning Meeting Schedules
Attachments: LA Basin RPU Public Stakeholder Planning Meetings and Forums_Final(2).pdf; LA Basin RPU Invitation Only Reentry Stakeholder Planning Meetings.pdf

Good Afternoon:

Attached are two schedules of Stakeholder Planning Meetings and Forums for the Los Angeles Basin RPU – Regional Plan Modification:

- 1) Public Stakeholder Planning Meetings and Forums: A schedule of public forums and meetings, which will be convened in compliance with the open meeting requirements of the Brown Act.
- 2) Invitation Only Reentry Stakeholder Planning Meetings: A schedule planning meetings, which will be convened by invitation only.

Please contact me if you have any questions. Thank you.

Cyd Spikes
323.810.6721 | cydsp@gmail.com

**Los Angeles Basin RPU - Regional Plan Modification
Schedule of Public Planning Meetings and Forums (9/28/2018)**

REGIONAL PRISON TO EMPLOYMENT REENTRY PLANNING FORUMS	
Tuesday, October 16, 2018, 1:00 - 3:30 PM	Westside Reentry Forum City of Los Angeles Workforce Development Board West Los Angeles WorkSource Center 5446 Sepulveda Boulevard Culver City, CA 90230 (310) 309-6000
Thursday, October 18, 9:30 AM - Noon	San Fernando Valley Reentry Planning Forum City of Los Angeles Workforce Development Board Pacoima Community Center / El Nido FamilySource Center 11243 Glenoaks Blvd. #2 (cross street Van Nuys Blvd.) Pacoima, CA 91331 (818) 896-7776
Thursday, October 18, 2:30 - 5:00 PM	San Gabriel Valley Reentry Planning Forum County of Los Angeles Workforce Development Board Hacienda La Puente Adult School (Willow Campus) Cafeteria 14101 E. Nelson Avenue La Puente, CA 91746 (626) 934-5700
Tuesday, October 23, 5:00 - 7:30 PM	Central Los Angeles Reentry Planning Forum City of Los Angeles Workforce Development Board Central City Neighborhood Partnership 501 S. Bixel Street Los Angeles CA 90017 (213) 482-8618
Wednesday, October 24, 9:00 - 11:30 AM	Santa Clarita Valley Reentry Planning Forum County of Los Angeles Workforce Development Board AMS Fulfillment 28624 Witherspoon Parkway Valencia CA 91355-5416 (661) 775-0611
Wednesday, October 24, 2:00 - 4:30 PM	Gateway Cities/Southeast L.A. Reentry Planning Forum Pacific Gateway Workforce Development Board The WorkPlace 4811 Airport Plaza Drive, El Dorado Room Long Beach, CA 90815 (562) 570-3651 / (800) 481-6555
Thursday, October 25, 9:00 - 11:30 AM	Antelope Valley Reentry Planning Forum County of Los Workforce Development Board Chimbole Cultural Center 38250 Sierra Highway Palmdale, CA 93550 (661) 267-5656
Thursday, October 25, 2:00 - 4:30 PM	South Bay Reentry Planning Forum South Bay Workforce Investment Board 11539 Hawthorne Blvd., 5th Floor Hawthorne, CA 90250 (310) 970-7700
REGIONAL COORDINATION AND ALIGNMENT INDICATORS SELF-ASSESSMENT FORUMS	
Wednesday, November 14, 9:00 - 11:30 AM	South Bay Self-Assessment Forum South Bay Workforce Investment Board 11539 Hawthorne Blvd., 5th Floor Hawthorne, CA 90250 (310) 970-7700

**Los Angeles Basin RPU - Regional Plan Modification
Schedule of Public Planning Meetings and Forums (9/28/2018)**

Wednesday, November 14, 2:00 - 4:30 PM	Gateway Cities/Southeast L.A. Self-Assessment Forum Southeast Los Angeles Workforce Development Board 10900 East 183rd Street, 3rd Floor Cerritos, CA 90703 (800) 481-6555
Thursday, November 15, 9:00 - 11:30 AM	Antelope Valley Self-Assessment Forum County of Los Angeles Workforce Development Board University of Antelope Valley 44055 North Sierra Highway Lancaster CA 93534 (213) 738-2600
Thursday, November 15, 2:30 - 5:00 PM	Westside Self-Assessment Forum City of Los Angeles Workforce Development Board West Los Angeles WorkSource Center 5446 Sepulveda Boulevard Culver City, CA 90230 (310) 309-6000
Tuesday, December 11, 9:00 - 11:30 AM	Santa Clarita Valley Self-Assessment Forum County of Los Angeles Workforce Development Board AMS Fulfillment 28624 Witherspoon Parkway Valencia CA 91355-5416 (661) 775-0611
Tuesday, December 11, 5:00 - 7:30 PM	Central Los Angeles Self-Assessment Forum City of Los Angeles Workforce Development Board Central City Neighborhood Partnership 501 S. Bixel Street Los Angeles CA 90017 (213) 482-8618
Thursday, December 13, 9:00 - 11:30 AM	San Fernando Valley Self-Assessment Forum Verdugo Workforce Development Board Verdugo Jobs Center 1255 South Central Avenue Glendale, CA 91204, Phone: 818-409-0476
Thursday, December 13, 2:00 - 4:30 PM	San Gabriel Valley Self-Assessment Forum Foothill Workforce Development Board 1207 E. Green Street Pasadena, CA 91106 (626) 796-5627
REGIONAL MEETING OF COMMUNITY-BASED REENTRY AGENCIES	
Wednesday, October 24, 10:00 - 11:30 AM	Community Action Partner Alliance (CAP) Meeting Goodwill WorkSource Center 342 N. San Fernando Road Los Angeles, CA 90031 www.capalliance.org

**Los Angeles Basin Regional Planning Unit (RPU) - Regional Plan Modification
Prison to Employment Reentry Stakeholder Planning Meetings (By Invitation Only)**

Monday, October 1, 2:00 - 4:00 p.m.
(Invitation Only)

Regional Reentry Initiatives Planning Meeting

Purpose: Convene representative of key regional reentry initiatives to identify:

- 1) Status of Implementation
- 2) Common goals and objectives
- 3) Opportunities to collaborate and leverage public and private investments

Participating agencies: LA County ODR/Task Force on Jobs & Services; LA City Office of Reentry/New Roads to Second Chances; Back on Track/Los Angeles Sheriffs; LA County WDB/WDACS Jail-Based Job Center, INVEST

Wednesday, October 3, 10:00 a.m.- Noon
(Invitation Only)

Corrections Agencies Partnership Planning Meeting

Purpose: Convene key corrections agencies to identify existing and perspective partnerships and opportunities to collaborate under the Prison to Employment Initiative (P2E):

- 1) Identify existing and potential opportunities to collaborate on a regional system that integrates workforce and corrections services from pre-release to transition back into community;
- 2) Achieve agreement for management and field staff to participate in community engagement forums;
- 3) Request access to data on supervised populations as required for the plan modification and on an annual basis to meet state reporting requirements. (note: The LA Probation Governance Study provides some relevant data, January – June 2017)
- 4) Determine the viability of aligning with the Countywide Criminal Justice Coordination Committee (CCJCC) including a request to be placed on the agenda of the October 17 or November 21 CCJCC meeting.

Participating agencies: LA County Probation, LA County Sheriffs, CDCR State Parole

Thursday, October 25, 5:00 - 6:30 p.m.
(Invitation Only)

Peer Support Group for Formerly Incarcerated

Purpose: Conduct focus group discussions to identify:

- 1) Feedback on the efficacy of current service delivery;
- 2) Barriers to successful participation and completion of workforce education and training; and
- 3) supportive service needs.

Participants: Formerly incarcerated and justice-involved individuals currently receiving reentry services.