

**NOVEMBER 15, 2018 –
WESTSIDE SELF-ASSESSMENT FORUM**

CITY OF LOS ANGELES WDB



INVITATION: City Forum on Self-Assessment, Thurs, Nov 15, 2 PM, West LA Worksource Center

1 message

odd LACityWIB <lacitywib@lacity.org>

Wed, Nov 14, 2018 at 12:55 PM

To: Adine Forman <Adine.Forman@lahta.org>, Adriana Kuhnle <adriana.kuhnle@cedu.ca.gov>, Alex Weyman <Alexandra.weyman@lahta.org>, Alma Salazar <asalazar@lachamber.com>, Candy Williams <candy.williams@dor.ca.gov>, Casey O'Neill <conell@biocom.org>, Cesar Valladares <Cesar.Valladares@edd.ca.gov>, Chris Lee <chris.lee@lacity.org>, David Crippens <dcrippens@ca.rc.com>, David Fleis <david.fleis@laedc.org>, Dennis Francis <Dennis.francis@7-11.com>, Dina Lozofsky <dlozofsky@biocom.org>, "Dr. Ball Orum" <ball_orum@kg.edu>, Elise Swanson <eswanson@sanpedrochamber.com>, Ernesto Pantoja <ernesto.pantoja@gmail.com>, Ernie Castellanos <erniecastellanos@dps.lacounty.gov>, Faye Washington <faye.washington@ywcagla.org>, Garrett Gin <Garrett.gin@bankofamerica.com>, Gayle Pugh <gayle.pugh@7-11.com>, Gregg Irish <gregory.irish@lacity.org>, Hector Perez-Pacheco <hperezpacheco@yahoo.com>, Herb Mendelsohn <herb@permack.com>, "Herrera, Joseph" <jherrera@segworldwide.com>, Jan Perry <jan.perry@lacity.org>, Jonathan Port <jport@permack.com>, Joseph Stark <joseph.stark@lausd.net>, Kenn Phillips <kphillips@economicalliance.org>, La Shondra Mercurius <lashondra@talent.com>, Laura Chardet <laura.chardet@lausd.net>, Laura Guglielmo <laura.guglielmo@lacity.org>, Laura Trejo <Laura.trejo@lacity.org>, Lisa Salazar <lisa.salazar@lacity.org>, Lianet Martin <lianet.martin@gmail.com>, Luther Medina <lmedna@local105.org>, Marco Frausto <marco@ironworkers416.org>, Mariella Fieke-Reyes <Mariella.Fieke-Reyes@lacity.org>, Mark Jursic <markjursic1869@gmail.com>, Michaela Mendelsohn <mmendy99@aol.com>, Miguel Cabral <ccabral@metro.net>, "Miller, Robert" <rmillerRB@gmail.laccd.edu>, "Mizell-Burt, Jackie" <jackiemizellburt@dps.lacounty.gov>, Myesha Glover <CWA9303mglover@yahoo.com>, Paula Starr <pstarr@indiancenter.org>, "Perez, Patricia" <patricia@vpaor.com>, "Ratray, David" <dtratray@lachamber.com>, Raul Bustillos <Raul.Bustillos@bankofamerica.com>, Regina Mills <regina.mills@lacity.org>, Rosa Mueta <rmueta@segworldwide.com>, Rushmore Cervantes <Rushmore.cervantes@lacity.org>, Ruth LeDesma Hem <ruth.hem@ywcagla.org>, Ruth Lopez Novador <ruth@beverlyoncology.com>, Sally Nava <snava@local300.com>, Sergio Racon <sracon@local300.com>, Shalonda Baldwin <BaldwinS@metro.net>, Sharon Shelton <sharon.shelton@ywcagla.org>, "Somjita Mitra PhD." <scmjita.mitra@laedc.org>, "Stephen (Steve) Dahms" <sdahms100@yahoo.com>, T Santora <tsantora@wa9003.org>, Terayan Hollingsworth <thollingsworth@nasc.org>, Veronica Corona <Mavrocorona@gmail.com>, Veronica Sanchez <vsanchez@beverlyoncology.com>, Walter Ahnally <wahnally@indiancenter.org>, "Woo, Charles" <charlie@megatoys.com>

We need to hear from you...

Join us **Thursday, November 15, 2018 from 2:30 - 5:00 pm** at the **West LA Worksource Center** for **one of eight Regional Planning Forums** throughout the **Los Angeles region** hosted by the County's seven Workforce Development Boards (WDBs).

The purpose? To gather input from community stakeholders and organizations to explore and drive new strategic partnerships to improve the delivery of workforce services to County residents.

At the forums all attendees invited to join in:

- an assessment of regional coordination efforts
- a discussion re the integration of services to re-entry populations
- a discussion how to best integrate and maximize the Multi-Craft Core Curriculum (MC3) construction pre-apprenticeship programs to train new workers for careers in the trades
- discussion of other related topics

To join the discussion on Thursday, Nov. 15 at 2:00 PM, **RSVP here:**

Background:

The Los Angeles Basin Regional Planning Unit (LA Basin RPU) is comprised of seven local Workforce Development Boards (WDB) dedicated to the implementation of the LA Basin Regional Workforce Development Plan, 2017 – 2021. Mandated by the State of California, this Regional Plan focuses on coordinating workforce development services to serving the most vulnerable of the region's populations.

Since approval of the Regional Plan by the California Workforce Development Board (State Board) more than a year ago, the LA Basin RPU has proven its value in working collaboratively with partners and stakeholders to create integrated career pathways that provide opportunities towards upward mobility.

In July 2018, the State Board issued policy guidance requiring each of the state's fourteen Regional Planning Units (RPU) to modify the (federally required) 2017 – 2021 Workforce Innovation and Opportunity Act (WIOA) Strategic Plans to: 1) align, coordinate, and integrate reentry and workforce services to the formerly incarcerated and justice-involved individuals; 2) comply with State Plan guidance and state law relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship training and 3) complete a regional self-assessment using the Regional Coordination and Alignment Indicators.

Process and Timeline

The LA Basin RPU will conduct a meaningful community engagement process to modify the Regional Plan. This process is committed to engaging a diverse group of partners and stakeholders in a robust planning process comprised of meetings, forums and focus groups and conducted throughout the eight (8) economic regions of Los Angeles County from September 10 -- December 15, 2018.

In advance of submitting the Regional Plan Modification to the State Board by March 15, 2019, a draft will be available via the websites of the local workforce development boards for a 30-day public comment period from January 26, 2019 to February 26, 2019.



City of LA WIB @LACityWDB · 8 Nov 2018



YOU ARE INVITED: join stakeholder discussions on how to best provide workforce development services to region's most vulnerable populations
workforce.lacounty.gov/regionmod/



LACountyWDACS, Pacific Gateway, LAEWDD and 6 others



Invitation to a Public Forum: Assessment of the Regional Workforce Development Effort - How are we doing?

TIME/ DATE:

Thursday, November 15, 2018
2:30 pm - 5:00 pm

LOCATION:

West Los Angeles WorkSource Center
5446 Sepulveda Boulevard
Culver City, CA 90230
(310) 309-6000

(RSVP below)

Join us for a community discussion among workforce development practitioners, leaders and stakeholders from the social services, nonprofit, education, labor, business and government sectors about the regional work that is currently being undertaken in workforce development.

These efforts include regional planning, coordination and workforce development services provided by the seven Workforce Development Boards within Los Angeles County and their partners through several State of California initiatives including the Slingshot, High Road Partnerships, and Accelerator grant funds.

The State of California funding and efforts seek to underwrite work that will push progress in achieving the three objectives of

- 1) demand skills attainment,
- 2) upward mobility of workers, and
- 3) equity for individuals with barriers to employment.

This forum discussion will review an assessment tool provided by the State to gauge the level of success in these regional efforts.

We invite you to join the discussion and share your assessment of how well the regional workforce development system is doing in this work. You will be invited to share opinions on the topics raised.

The discussion of this forum will also cover and briefly the effort to align resources to better serve the re-entry, formerly incarcerated and justice involved populations.

This is one of five forums sponsored by the City of Los Angeles Workforce Development Board and the City of Los Angeles Economic and Workforce Development Department. This forum is part of the larger set of 16 forums being conducted simultaneously by the seven Workforce Development Boards serving all of Los Angeles County.

BACKGROUND ON THESE FORUMS:

The 9 forums on reentry and workforce services are part of state and local efforts to improve California criminal and juvenile justice systems by reducing recidivism through increased rehabilitation. The 9 forums specifically regarding a self-assessment of the regional workforce development efforts will seek to gather information to help improve alignment and coordination of workforce development services.

The input from these sessions are designed to help develop a regional workforce development strategy for investments in career pathways, and services at the network of WorkSource Centers/America's Job Centers of California, YouthSource Centers, and the HIRE LA's Youth Employment program. This regional workforce plan seeks to improve services and programs to better train and assist workers in employment/careers and to assist employers find and hire qualified, trained and work-ready candidates.

To see more details regarding this forum and the other public forums, please:

- call 213-744-7164
- email questions to [lacitywib@lacity.org](mailto:facitywib@lacity.org)
- visit www.wiblacity.org for additional information

Thank you for your interest...and see you at the forum.

Email address

Workforce Development

This form is collecting email addresses. [Change settings](#)



**Los Angeles Basin Regional Planning Unit (RPU)
Community Engagement to Modify the
Regional Workforce Development Plan, 2017-2021**

Prison to Employment Initiative (P2E) Reentry Planning Forum

Thursday, November 15, 2018, 2:30 – 5:00 PM

West Los Angeles WorkSource Center

5446 Sepulveda Boulevard

Culver City, CA 90230

AGENDA

- Types of reentry services currently funded by education, workforce and community-based agencies (see handout).
- Accessibility of services for individuals facing the greatest challenges in the labor market.
- Potential barriers to successful participation and completion.
- Existing intake and case management needs for serving justice-involved populations.
- Methods to obtain assessment and background information such as education and training.

Sponsored By the 7 Local Workforce Development Boards of the LA Basin RPU:



*The Workforce Innovation and Opportunity Act is an Equal Opportunity Program.
Auxiliary aids and services are available upon request to individuals with disabilities. TTY (213) 744-9395*

Los Angeles Basin RPU Sub-Regional Self-Assessment Forum
Hosted by: John Chamberlain
West Los Angeles Worksource Center
11/15/2018

Sign In:

1. Abba Allaire – LAUSD Adult Education
 2. Marie Manuel Esquevia – JVS
 3. Katherine Makinney – JVS
 4. Dapa Papel - Corporation for Supportive Housing (CSH)
 5. Rick Stoff – Chrysalis
 6. Sarah (last name unknown) – AJCC staff
- City Staff: DRandall, DEder, MSolis, JChamberlain
-

John:

- CA - 45 distinct local WDB's
- LA county has 7 (pop. of 10.8 million soon to be 12 million)

Identified Sectors to Focus Training Money/ Convene Groups of Employers in Los Angeles for the next decade:

1. Healthcare
2. Transportation
3. Construction
4. Manufacturing (might need to be revised?/ huge sector but shutting jobs due to automation)
5. High Technology

Katherine Makinney: If given a limited budget, then you are either sending participants to training that gets them tiny skills or sending no one. In order to get real sustainable income afterwards for a career it takes more investment in people.

- Need to have data on whether people stayed in the job? Are they on a career path?
- A lot of pressure on the WDB's to meet the objectives but with limited access to in-depth development.

John: When the local plan is being drafted, you should talk to the board about having more flexibility and setting different objectives/ cap.

Marie Manuel Esquevia: The ongoing issue is constantly quantity vs. quality and the County seems to prefer more quantity than quality because quotas have to be met.

Rick Stoff: You can get someone a minimum wage job, but then nothing else. What happens to people you can't put on career path?

Abba Allaire: We need the Chamber of Commerce and Private industries to be bigger partners and have more of a role in helping connect with employers that offer more opportunities for career pathways.

Marie Manuel Esquevia: You can match with a local organization that trains participants and they are then all hired if they pass the training. The employer contributes to the training (so you don't have to pay for everything). It's very successful to have matching relationships w/ organizations.

Katherine Makinney: The county and city also seem to demand more results despite there being less and less money.

David Eder: From the perspective of the city, we have less money in our contracts so there is just less money available to do more work. So maybe it takes reprioritizing the city staff to focus on different types of partnerships to make the most of opportunities.

Rick Stoff: I think it takes recognizing that what we have right now isn't working.

Abba Allaire: How do we fill the gaps?

Sarah: Business aren't coming to table because perception and the way that we are functioning in our AJCC's is haphazard. We are working hard but "smart".

Abba Allaire: MC3 curriculum is at adult schools, but we found that there were a lot of re-entry populations that did not have training in soft skills which are first and foremost needed for any type of job. With the re-entry it's all about first developing these key soft skills! There is also a huge discrepancy w/ social and tech skills. CTE programs are present in prison systems (but not in county jails).

John: What industries/ sectors meet in the area?

David Eder: Some work has been done and is being done collaboratively between the 7 WDBs around the healthcare industry. We also have healthcare professionals on the Board. Now we just need to ask the right questions around career pathways and career development.

John: Have you created training programs developed specifically for employers or businesses?

Sarah: There's training on in-home supportive services. This was recently infused with a lot of energy for older workers. The training is subsidized, which is great but the individual is not getting paid. Additionally, union apprenticeship, which are ideal career pathways, are very difficult to get into! You have to prep your candidates appropriately.

Marie Manuel Esquevia: On the Westside, earning \$17/ hour barely gets you anywhere. The middle class in Los Angeles is very different than the middle class somewhere else.

Abba Allaire: The MC3 curriculum is helpful but participants can't afford to not work in the meantime while they prep. We are unique in LA b/c the cost of living is higher and getting into a Union Apprenticeship is very difficult. It's like taking SAT Prep.

John: Does the region pool resources to meet demand in the region (Indicator B)?

Sarah: We should leverage relationships with DPSS more. They run the largest program for homeless families. Why are DPSS and WDB's not communicating? They have workforce programs that are very well funded, so maybe we should re-contract and fit them in to contract.

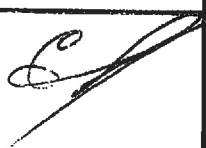




David: Money is distributed to local boards so that they can each cater to their unique geographic regions.

Final Comments:

- The Westside has a very different set of challenges.
- Each region has a very different set of populations.
- Employers are also very different.
- Cannot expect local job centers to network and also provide comprehensive job development with individual clients.
- Digital Marketing - need both training and on the job training.
- Online training has very low success rate so it's not worth funding.
- Targeted recruitment that caters especially to a specific population (so you are not competing w/ someone else)
- Targeted professional development for case managers and career coaches so that they can adequately deal with all the participants they see.
- **Need more professional development!**
- All staff need to have a training certification before they start helping clients.
- Need resources for mental health care to retain workers.
- Need training to know how to deal with clients who are mentally unstable and to distinguish those who are dangerous as well as active shooter training.
- Need more help with substance abuse issues
- Need to have more specialist/ experts on staff
- Bring more of those industry sectors to the table.
- Invest in internship and ask for matching training.
- Approach for women and juveniles need to have very different design
- Have to be very carefully about stigmatizing. This can happen if you give financial incentives. If you give subsidized internships and apprenticeships you have to keep it temporary or else the worker is devalued. It has to be 6 weeks. You have to be careful.

Thursday, November 15, 2018
 Westside Self-Assessment Forum

West Los Angeles WorkSource Center

Name (First, Last)	Email Address	Organization (If not affiliated, please put "N/A.")	Email	Your Title	Telephone	Signature
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Anne Allaire	anne.burke@lausd.net	LAUSD		Navigator	310-664-5888	
Manuel Esquivel	manuel-esquivel@jvs-social.org	JVS - WSLA WSC	Same	operator	310-309-6000 283	
Katherine Makinney	kmakinney@jvs-social.org	JVS - WSLA WSC	Same	VO	310-309-6000	
Dara Papal	dara.papal@csn.org	CSN	d	Senior Proj manager	213-623-4342 x116	

**DECEMBER 11, 2018 –
SANTA CLARITA VALLEY SELF-ASSESSMENT
FORUM**

COUNTY OF LOS ANGELES WDB



NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

REGIONAL COORDINATION & ALIGNMENT INDICATORS SELF-ASSESSMENT FORUMS

REGIONAL STAKEHOLDER MEETING # 5 OF 8

We need to hear from you! The County's seven Workforce Development Boards (WDBs) are hosting Regional Self-Assessment Forums all throughout Los Angeles County to gather feedback from businesses, educational and workforce partners, and other community stakeholders on their collective progress in implementing the strategies outlined in the Los Angeles Basin Regional Planning Unit (RPU) 2017-2020 Workforce Innovation and Opportunity (WIOA) Regional Plan.

These forums will begin on November 14, 2018 and end on December 13, 2018.

The full regional schedule is listed on the back of this flyer, and registration is available online at the links below.

WHEN?
Tuesday
December 11, 2018
9:00 AM to 11:30 AM

WHERE?
AMS Fulfillment
28624 Witherspoon Parkway
Valencia, CA 91355

**REGISTRATION/
MEETING SCHEDULE**

**WORKFORCE.LACOUNTY.GOV
or WDACS.EVENTBRITE.COM**

**YOUR VOICE WILL HELP US EXPAND THE VISION FOR REENTRY SERVICES IN LOS ANGELES COUNTY.
TOGETHER, WE CAN MAKE IT HAPPEN!**

THESE MEETINGS ARE OPEN TO THE PUBLIC

THE LOS ANGELES BASIN REGIONAL PLANNING UNIT (RPU) IS COMPOSED OF THE FOLLOWING SEVEN WDBS: CITY OF LOS ANGELES WDB, COUNTY OF LOS ANGELES WDB, FOOTHILL WDB, PACIFIC GATEWAY WDB, SOUTH BAY WORKFORCE INVESTMENT BOARD, SOUTHEAST LOS ANGELES COUNTY (SELACO) WDB, AND VERDUGO WDB. THE REGIONAL SELF-ASSESSMENT FORUMS ARE COLLECTING COMMUNITY INPUT THAT WILL GUIDE THE REGION'S SEVEN WDBS IN MAKING REQUIRED MODIFICATIONS TO THE LOS ANGELES BASIN RPU 2017-2020 WORKFORCE INNOVATION AND OPPORTUNITY (WIOA) REGIONAL PLAN. PER EMPLOYMENT DEVELOPMENT DEPARTMENT DIRECTIVE WSD18-01, WORKFORCE DEVELOPMENT AGING AND COMMUNITY SERVICES (WDACS) AND THE LOS ANGELES COUNTY AMERICA'S JOB CENTERS OF CALIFORNIA ARE EQUAL OPPORTUNITY EMPLOYERS/PROGRAMS.

ACCOMMODATIONS

ASSISTIVE LISTENING DEVICES, AGENDA IN BRAILLE AND/OR ALTERNATE FORMATS ARE AVAILABLE UPON REQUEST. AMERICAN SIGN LANGUAGE (ASL) INTERPRETERS, OTHER AUXILIARY AIDS AND SERVICES OR REASONABLE MODIFICATIONS TO MEETING POLICIES AND/OR PROCEDURES, SUCH AS TO ASSIST MEMBERS OF THE DISABILITY COMMUNITY WHO WOULD LIKE TO REQUEST A DISABILITY-RELATED ACCOMMODATION IN ADDRESSING THE BOARD, ARE AVAILABLE IF REQUESTED AT LEAST THREE BUSINESS DAYS PRIOR TO EACH STAKEHOLDER MEETING. LATER REQUESTS WILL BE ACCOMMODATED TO THE EXTENT FEASIBLE. IF ACCOMMODATIONS FOR PERSONS WITH DISABILITIES ARE NEEDED, PLEASE CONTACT THE LA COUNTY WORKFORCE DEVELOPMENT BOARD AT (213) 738-2711 OR WDB@WDACS.LACOUNTY.GOV AT LEAST THREE BUSINESS DAYS BEFORE EACH MEETING FROM 8:00 A.M. TO 5:00 P.M., MONDAY THROUGH FRIDAY.

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REGIONAL PRISON TO EMPLOYMENT REENTRY PLANNING FORUMS

Tuesday October 16, 2018 1:00 PM to 3:00 PM	Westside Reentry Planning Forum West Los Angeles WorkSource Center 5446 Sepulveda Boulevard Culver City, CA 90230	City of Los Angeles Workforce Development Board (310) 309-6000
Thursday, October 18, 2018 9:30 AM to 12:00PM	San Fernando Valley Reentry Planning Forum Pacoima Community Center / El Nido FamilySource Center 11243 Glenoaks Blvd. #2 (cross street Van Nuys Blvd.) Pacoima, CA 91331	City of Los Angeles Workforce Development Board (818) 896-7776
Thursday, October 18, 2018 2:30 PM to 5:00 PM	San Gabriel Valley Reentry Planning Forum Hacienda La Puente Adult School (Willow Campus) Cafeteria 14101 E. Nelson Avenue La Puente, CA 91746	County of Los Angeles Workforce Development Board (626) 934-5700
Tuesday, October 23, 2018 5:00 PM to 7:30 PM	Central Los Angeles Reentry Planning Forum Central City Neighborhood Partnership 501 S. Bixel Street Los Angeles CA 90017	City of Los Angeles Workforce Development Board (213) 482-8618
Wednesday, October 24, 2018 9:00 AM to 11:30 AM	Santa Clarita Valley Reentry Planning Forum AMS Fulfillment 28624 Witherspoon Parkway Valencia CA 91355-5416	County of Los Angeles Workforce Development Board (661) 775-0611
Wednesday, October 24, 2018 2:00 PM to 4:30 PM	Gateway Cities/Southeast L.A. Reentry Planning Forum## The WorkPlace (El Dorado Room) 4811 Airport Plaza Drive, Long Beach, CA 90815	Pacific Gateway Workforce Development Board (562) 570-3651 (800) 481-6555
Thursday, October 25, 2018 9:00 AM to 11:30 AM	Antelope Valley Reentry Planning Forum Chimbole Cultural Center 38250 Sierra Highway Palmdale, CA 93550 #	County of Los Angeles Workforce Development Board (661) 267-5656
Thursday, October 25, 2018 2:00 PM to 4:30 PM	South Bay Reentry Planning Forum 11539 Hawthorne Blvd., 5th Floor Hawthorne, CA 90250	South Bay Workforce Investment Board (310) 970-7700

REGIONAL COORDINATION & ALIGNMENT INDICATORS SELF-ASSESSMENT FORUMS

Wednesday, November 14, 2018 9:00 AM to 11:30 AM	South Bay Self-Assessment Forum 11539 Hawthorne Blvd., 5th Floor Hawthorne, CA 90250 #	South Bay Workforce Investment Board (310) 970-7700
Wednesday, November 14, 2018 2:00 PM to 4:30 PM	Gateway Cities/Southeast L.A. Self-Assessment Forum## 10900 East 183rd Street, 3rd Floor Cerritos, CA 90703 #	Southeast Los Angeles Workforce Development Board (800) 481-6555
Thursday, November 15, 2018 9:00 AM to 11:30 AM	Antelope Valley Self-Assessment Forum## University of Antelope Valley 44055 North Sierra Highway Lancaster CA 93534 #	County of Los Angeles Workforce Development Board (213) 738-2600
Thursday, November 15, 2018 2:30 PM to 5:00 PM	Westside Self-Assessment Forum West Los Angeles WorkSource Center 5446 Sepulveda Boulevard Culver City, CA 90230	City of Los Angeles Workforce Development Board (310) 309-6000
Tuesday, December 11, 2018 9:00 AM to 11:30 AM	Santa Clarita Valley Self-Assessment Forum AMS Fulfillment 28624 Witherspoon Parkway Valencia CA 91355-5416	County of Los Angeles Workforce Development Board (661) 775-0611
Tuesday, December 11, 2018 5:00 PM to 7:30 PM	Central Los Angeles Self-Assessment Forum Central City Neighborhood Partnership 501 S. Bixel Street Los Angeles CA 90017	City of Los Angeles Workforce Development Board (213) 482-8618
Thursday, December 13, 2018 9:00 AM to 11:30 AM	San Fernando Valley Self-Assessment Forum Verdugo Jobs Center 1255 South Central Avenue Glendale, CA 91204	Verdugo Workforce Development Board (818) 409-0476
Thursday, December 13, 2018 2:00 PM to 4:30 PM	San Gabriel Valley Self-Assessment Forum 1207 E. Green Street Pasadena, CA 91106	Foothill Workforce Development Board (626) 796-5627

REGIONAL MEETING OF COMMUNITY-BASED REENTRY AGENCIES

Wednesday, October 24, 2018 10:00 AM to 11:30 AM	Community Action Partner Alliance (CAP) Meeting Goodwill WorkSource Center 342 N. San Fernando Road Los Angeles, CA 90031	www.capalliance.org
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Los Angeles Basin RPU Sub-Regional Self-Assessment Forum
Hosted by: County of Los Angeles WDACS
Location: AMS Fulfillment, 28624 Witherspoon Pkwy, Valencia, CA 91355
Date: December 11, 2018

Meeting Notes: Key Discussion Points and Recommendations

A. Region has a team that jointly convenes industry (Indicator A)

Discussion Points:

- A better interface to work with the Workforce Development Boards (WDBs) is needed.
- A system that could connect all the different entities (The AJCCs, community colleges, non-profits, etc.) would be very helpful in knowing what is being planned and knowing what programs are being offered.
- Community colleges that are within the LA County boundary are being forgotten since the community college region is not technically Los Angeles.

Recommendations:

- Inclusion of all of the community colleges that reside in LA County not just the ones who are in the community college region for LA.
- Create a system that is accessible by all parties noting programs, events, and opportunities so all can be aware of the opportunities available.

B. Region has shared sector/occupational focus and shares/pools resources to meet demand in the region (Indicator B)

Discussion Points:

- Pinpointed a common set of priority industries
 - Entertainment
 - Advanced Technologies
 - Healthcare
 - Construction
 - Transportation and Logistics
- Almost all studios in LA have been booked for the next three years so film is going out of state to places like Atlanta, leading to a major issue since the film industry is huge in LA.

Recommendations:

- People need to learn how to do new jobs with machines. It's not about machines replacing people it's about people learning the new jobs.
- Develop trainings to get participants into priority industries.

C. Region has a process to communicate industry workforce needs to supply-side partners (Indicator C)

Discussion Points:

- California has seven (7) Community College Regions. The LA County Community Colleges are not in the same region leading to disconnect between the colleges and the centers.
- AJCCs and Social Enterprises are not aware of many of the programs and events that are being hosted by other entities, such as Community Colleges.

Recommendations:

- Communication across entities of the projects that are being coordinated with the non-profits, the colleges, the adult school coalitions, the centers, etc.
- Think of how other entities could help in events/projects that are being planned so there is more teamwork between groups.

D. Region has policies supporting equity and strives to improve job quality. (Indicator D)

Discussion Points:

- Spoke to a construction company whose first priority was veterans, re-entry, and women.
- The INVEST Program is specifically for the re-entry population.
- Difficult to find businesses that are willing to work with the re-entry population.

Recommendations:

- Have a list of identified businesses that are open to the re-entry population.

E. Region has shared populations of emphasis. (Indicator E)

Discussion Points:

- Prisoners want more services pre-release.
- Participants have family members that are in prison and getting in contact with them before they are released is a huge help to having them come to the AJCCs once they are released.

Recommendations:

- Provider Fairs that occur inside of the prisons so inmates know what to do once they are released instead of looking for what to do post-release.

- Regular visits to prisons to provide similar services that one would receive at one of the AJCCs.

F. Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs (Indicator F)

Discussion Points:

- Integrated experimental learning; introducing work based opportunities for the students at community colleges.
- Found many free resources in LA County that offer services that do not require funding dollars to be spent.

Recommendations:

- Reach out to different LA County resources and resources in local communities for any additional help.

G. Region utilizes shared, common case management strategies such as co-enrollment, navigators and/or multi-disciplinary teams to develop shared responsibility for providing services and ensuring quality outcomes. (Indicator G)

Discussion Points:

- The status of participants is unknown once they are referred to another program.
- Participants gain employment, but then disappear and return months later having lost their job and having to start over.

Recommendations:

- Be more active in providing follow-up services and keeping in contact with each participant even after they have been placed.

H. Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes (Indicator H)

Discussion Points:

- CalJOBS is difficult to work with and causes confusion about the participants' status.
- Questions about confidentiality regarding sharing information between different entities. Have come across confidentiality issues making it difficult to share information outside of their own organization.

Recommendations:

- Develop a common consent and release form for multiple agencies in LA County.

EXPANDING THE VISION
FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY
REGIONAL COORDINATION & ALIGNMENT
INDICATORS SELF-ASSESSMENT FORUMS

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD
 Regional Stakeholder Forum
 AMS Fulfillment
 Tuesday, December 11, 2018 9AM to 11:30AM



#	Last Name	First Name	Organization	Email	Signature
1	Aaver	Keri	College of the Canyons	keri.aaver@canyons.edu	
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7	Clayton	Robin	City of Hope	rclayton@coh.org	
8	Cole-Robles	Cynthia	LA County / WDACS	CCole-Robles@wdacs.lacounty.gov	
9	Cruse	Sharon	Purple Reign Life Skills, LLC	purplelady335@gmail.com	
10	Dixon	Jearline	Los Angeles County Office of Education	dixon_jearline@lacoe.edu	
11	Doyle	Mariane	William S Hart Union High School	mdoyle@harddistrict.org	
12	Evans	Elia	UNITED EDUCATION INSTITUTE	EvansE@uei.edu	
13	Fuentes	Yesica	Dept. of Veteran Affairs	yesica.fuenyes@va.gov	
14	Gadle	Darrell	Los Angeles County Probation	darrell.gadle@probation.lacounty.gov	
15	Gaudy	Debra	Department of Rehabilitation	dgaudy@dor.ca.gov	
16	GraySmith	Danielle	LACOE	gray-smith_danielle@lacoe.edu	
17	Guerra Monterosso	Jennifer	Department of Rehabilitation	jennifer.monterosso@dor.ca.gov	
18	Happel	Harriet	College of the Canyons	Harriet.Happel@canyons.edu	
19	Hoffman	Jodie	Golden Oak Adult School/William S Hart	jhoffman@harddistrict.org	

EXPANDING THE VISION
FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY
REGIONAL COORDINATION & ALIGNMENT
INDICATORS SELF-ASSESSMENT FORMS

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD
 Regional Stakeholder Forum
 AMS Fulfillment
 Tuesday, December 11, 2018 9AM to 11:30AM



#	Last Name	First Name	Organization	Email	Signature
20	Johal	Sukhjodh	Truck Driving School	hidesertruckdrivingschool@yahoo.com	<i>[Signature]</i>
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22	Nancett	Lorissa	New Opportunities Organization	lnancett@newopps.org	<i>[Signature]</i>
23	O'Callaghan	Mollie	Department of Rehabilitation	mollie.ocallaghan@dor.ca.gov	
24	Ramirez	Samuel	AJCC - JVS	SRamirez@jvs-socal.org	
25	Ramos	Daniel	Department of Rehabilitation	daniel.ramos@dor.ca.gov	<i>[Signature]</i>
26	Renteria	Michelle	Five Keys Schools and Programs	micheller@fivekeys.org	<i>[Signature]</i>
27	Richards	Nikia	Stream Kids Expo	nikia@streamkidexpo.org	<i>[Signature]</i>
28	Robinson	Lorrie	The Salvation Army	lorrie.robinson@usw.salvationarmy.org	
29	Rose	Rhonda	Community Career Development	rose@communitycareer.org	
30	Short	Coco	The Circle of Life and Love Minist	cocshort@aol.com	
31	Vasquez	Carlos	CRCD	cvasquez@coalitionrcd.org	
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EXPANDING THE VISION
FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY
REGIONAL COORDINATION & ALIGNMENT
INDICATORS SELF-ASSESSMENT FORUMS

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD
 Regional Stakeholder Forum
 AMS Fulfillment
 Tuesday, December 11, 2018 9AM to 11:30AM



#	Last Name	First Name	Organization	Email	Signature
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Subject: Upcoming Regional Self-Assessment Forum Tuesday December 11th : Expanding the Vision for Workforce Development in L.A. County

Los Angeles County Workforce Development, Aging & Community Services <WDACS@excelsiorche.com>
to County of Los Angeles-Workforce Development Board

Mon, Dec 5, 2016 10:01 AM

You are viewing an HTML message. City of Los Angeles - Mail content may differ from that of attached messages.



We need to hear from you! The County's seven Workforce Development Boards (WDBs) are hosting Regional Self-Assessment Forums all throughout Los Angeles County to gather feedback from businesses, educational and workforce partners, and other community stakeholders on their collective progress in implementing the strategies outlined in the Los Angeles Basin Regional Planning Unit (RPU) 2017-2021 Workforce Innovation and Opportunity (WIOA) Regional Plan.

These forums began on November 14, 2016 and will conclude on December 13, 2016.

The County of Los Angeles is hosting (2) two of the (8) eight scheduled regional meetings as listed below.

Your voice will help us expand the vision for workforce development in the Los Angeles Region. Together, we can make it happen!

Regional Stakeholder Forum #5 of 8
Santa Clarita Valley Self-Assessment Forum
Hosted by County of Los Angeles Workforce Development Board

Tuesday December 11, 2016

8:00 AM to 11:30 AM

REGISTER NOW!



Please note there is a total of 37 REGIONAL FORUMS that are hosted by the Los Angeles Basin Regional Planning Unit. Please visit the link below to view the full regional schedule.

[CLICK HERE TO VIEW THE FULL FORUM SCHEDULE](#)

These forums are OPEN to the public.

The Los Angeles Basin Regional Planning Unit is composed of the following seven Workforce Development Boards: City of Los Angeles, County of Los Angeles, Pacific Gateway (Long Beach), South Bay, Ventura, Coachella and Southeast Los Angeles County.

Workforce Development Aging and Community Services (WDACS) and the Los Angeles County America's Job Centers of California are equal opportunity employers/programs.

The Regional Self-Assessment Forums are collecting community input that will guide the region's seven WDBs in making required modifications to the Los Angeles Basin RPU 2017-2021 Workforce Innovation and Opportunity

**DECEMBER 11, 2018 –
CENTRAL LOS ANGELES SELF-ASSESSMENT
FORUM**

CITY OF LOS ANGELES WDB



City of LA WIB @LACityWDB · 10 Dec 2018

LOS ANGELES: LAST CALL for YOUR opinion and suggestions on how to best provide workforce services to LA's workers, unemployed and individuals returning from prison - meeting is Tuesday, Dec. 11 - 5PM - Downtown LA - details and RSVP at tinyurl.com/y7239m88



City of LA WIB @LACityWDB

YOU ARE INVITED: join stakeholder discussions on how to best provide workforce development services to region's most vulnerable populations
workforce.lacounty.gov/regionmod/

Invitation to a Public Forum: Assessment of the Regional Workforce Development Effort - How are we doing?

DATE/TIME:

Tuesday, December 11, 2018
5:00 pm - 7:30 pm

LOCATION:

Central City Neighborhood Partnership
501 S. Bixel Street
Los Angeles, CA 90017
Tel. 213-482-8618

(RSVP below)

Join us for a community discussion among workforce development practitioners, leaders and stakeholders from the social services, nonprofit, education, labor, business and government sectors about the regional work that is currently being undertaken in workforce development.

These efforts include regional planning, coordination and workforce development services provided by the seven Workforce Development Boards within Los Angeles County and their partners through several State of California initiatives including the Slingshot, High Road Partnerships, and Accelerator grant funds.

The State of California funding and efforts seek to underwrite work that will push progress in achieving the three objectives of

- 1) demand skills attainment,
- 2) upward mobility of workers, and
- 3) equity for individuals with barriers to employment.

This forum discussion will review an assessment tool provided by the State to gauge the level of success in these regional efforts.

We invite you to join the discussion and share your assessment of how well the regional workforce development system is doing in this work. You will be invited to share opinions on the topics raised.

The discussion of this forum will also cover and briefly the effort to align resources to better serve the re-entry, formerly incarcerated and justice involved populations.

This is one of five forums sponsored by the City of Los Angeles Workforce Development Board and the City of Los Angeles Economic and Workforce Development Department. This forum is part of the larger set of 16 forums being conducted simultaneously by the seven Workforce Development Boards serving all of Los Angeles County.

BACKGROUND ON THESE FORUMS:

The 8 forums on reentry and workforce services are part of state and local efforts to improve California criminal and juvenile justice systems by reducing recidivism through increased rehabilitation. The 8 forums specifically regarding a self-assessment of the regional workforce development efforts will seek to gather information to help improve alignment and coordination of workforce development services.



Dec. 11, 2018
Self Assessment Forum

Attendance:

1. Daniel Homer – LAUSD Division of Adult and Career Services (WOIA Navigator)
2. Meia Johnson - LA County Program Manager, also on Arts Committee that is biggest funder of the arts in LA
3. Carrie Lemmon - LA Chamber of Commerce, LA Compact Director
4. Emily Alonso - LA Trade Tech, Talent Pipeline Manager

City Staff: David Eder, John Chamberlain, Devin Randall, Minerva Solis

[John explains background/ purpose of the self-assessment forums]

[City of LA Staff missed initial 10 minutes while setting up]

....

Emily: Just as much as youth need exposure, the employers equally need access to youth populations that are justice involved and foster youth.

- Have not worked w/ them before
- Don't know pop. they bring to organization
- Have placed few foster youth in tech careers
- Really where we see value added is changing conversation

John: How many students get services from LAUSD?

Dan: Our program has about 6,000 students

- Over 55% of that is ESL students

John: Talking to other centers who say there are 21 year olds that have never had paid job in their life. It's very hard if you're 23 or 24 to get a job if you have not had one before. I heard LAUSD wants to work with getting internships so that you can expose students.

Emily: We use LinkedIn to collect data on labor statistics but also real time linked in data that's feeding into that

- From that convene employers around that data to evaluate
- When we send you interns, what has been your response
- Real time data, convening of committee (quarterly)
- Knowing when to plug in and utilize our employers as a brain trust to be better able to pair our students for opportunities

Meia: Initiative is very new that I'm working on. Just put out this year

- Out of it came my position.
- Recommendations of board of supervisors to create opportunities for those going into arts/ creative sector
- Had no data/ very little information

- Born out of the Otis College of Arts design report around the creative economy
 - o 1.6 billion dollars in workforce revenue is generated for this young people
 - o Very few young people going into careers
 - o Untapped sectors
 - o Use that as a preliminary base
 - o Need to know more about young people and the industry
 - What work based opportunities existed
 - what pilot programs, post products, music etc → a lot of them are career exploration
 - o field study → interviewed over 65 stake holders from entertainment to digital media to community college school district, arts organization, television and motion picture academy, OSCARS, Getty museum, and others
 - o address the area of diversity and inclusion

John: David – can you talk about Biotech and the convening of employers

David Eder: Boards are involved in different sector convenings. Have HR officials showing up on hiring needs. Trying to build consensus around this group for more entry level jobs as well as higher talent. The Chamber Commerce convenes around healthcare. The boards themselves typically don't do that but are trying to do more of. I know South Bay is involved too. It's not at the level of real strong coordination. With the current administration, it has looked at guidelines at how you distribute funding, which means that urban areas have been a little bit dinged because we have a lower unemployment rate. So it's been a little bit unfair to do more at the moment.

JC: Most of the large cities have lost 10-20% of funding.

DE: Frist we had a million dollar deficit and we brought it down to 140,000 which is better but there's no money to do all the things we just talked about.

Carrie: So the regional plan, is it just among the workforce boards?

Jc: Signed by just the 7 boards. But all the 7 boards have comm college reps on them, union reps, etc. But it's signed by the 7 boards and it has to be involving the collaboration of community colleges. They are part of strong workforce coalitions in community colleges. Then 40 adult ed consortiums. Driven by federal and state initiatives.

What we are supposed to do is evaluate is what we are doing as a system beyond the 7 boards. The question is whether any of us are doing are convening employers. Next question is if we are communicating the results. **What it sounds is that we are all convening employers but not necessarily letting each other know what we as a system are doing.**

Carrie: I think there has been movement to invest in sector intermediaries. I feel that there has been some progress, but there's still within community college and adult ed conflicting requirements on convening employers that create these activities that aren't productive.

- Sectors are regional
- Making progress but getting it involves jointly supporting the same data, etc

DE: That's what the state wants. The state workforce development board wants a common RFP to do sector training. The reality is that it's taking place in multiple places but not necessarily in the same room and we are starting to get the coordination together.

JC: What we've heard so far in the county and city is that yes we are convening employers, but we are doing it separately by fund stream. Who funds us? It's not systematized. It's episodic.

DE: That came up last week. The question came up about using the forum to consolidate the different community college plans.

JC: Recognizing the diversity and size of this county, it's huge. The population is 11 million. The economy is bigger than if it was a country, top 10. **Is it realistic that we would have 1 employer convening per sector?**

Carrie: yes

Emily: yes

How would you know it?

Carrie: I would go into the hall of the agency and have them collectively bid out sector intermediary contracts. I would then assign someone with experience engaging employers to do that capacity for just that sector?

Dan: I think there are advantages and disadvantages of not consolidating/ consolidating. We essentially do the same thing at AIMAIN FREEDMAN?

- Employers will call us
- And employee advisory boards – some of those are more geared towards what is our curriculum and if it's meeting the needs of an industry
- I don't think we would stop doing that but can have it work in concert

DE: The question is how you agree parties to agree to such an approach?

- Different set of employers
- Some people don't want to share all employers
- Why would you want to mess w/ system that already works
- How do you get people to open up to share funds and information
- How do we get to that point?
- Sometimes it is the reality that it's hard to create common trust?

Carrie: Works w/ there are incentives from the state level that encourage you to work together. Initially you are so compliance focused that you might need the heavy hand from the state that you convene multiple groups. Or give you extra funds. Create collective goals around employer engagement. State has set you up to fail by requiring different systems to employer convening.

JC: I can see some of the community partners worried that grant convening would slow down delivery of services. If you do grant convening, the time it takes, the expensive it takes will slow

down my delivery. It will be wrong by the time you get it together because industry will already move on.

DE: Does it mean the intermediaries get to call the shots?

- In the case of biotech, do employers have to drive it?
- Does it turn around the other way? Should the boards take a more responsive approach? Do we let intermediaries call the shots?
- Sometimes when we get involved do we just slow it down?

Emily: That's what we do at the tech pipeline.

- We hear what we employers need
- And we ask that the city of LA can subsidize slots
- Employers come with us with the demand and it does slow us down working w/ work source center
- Ideally we want to have employers pay out of pocket. But for those we can't do that we really utilize work source centers to be able to provide first 120 hours and from that point we are getting exact side demand side
 - o Getting real time data
 - o To an extent it does help to have a response system
 - o The employers move fast/ the industries move very fast
 - o Might have spot for a position in march that's no longer available in April
 - o Success working with youth source center
 - o Do not work w/ work source or AJCC's but not because we don't want to

Meia: Role as Commission is somewhat as intermediary and grant makers. What we can sometimes do is take allotments and redistribute for civic art projects/ arts organizations. It's essentially the same concept. Talking about the innovation plan at WDACS. The criteria around having an Innovation Fund to allow for AJCC's that would allow innovative training program around different sectors.

- Is this something we could utilize same concept in arts and entertainment sector?
- One underdeveloped sector
- In the plan we are there to work with WDACS on arts commission
- It was very difficult to get that up and running and who is going to initiate that? Barely in talks now.
- Essentially in the plan, w/ no liaison / convos on how to institute that plan
- Need state tax incentivization for entertainment companies to want to participate in work source pipeline
 - o RFP process
 - o All the money is going to work source centers who aren't necessarily engaging the community that are offering these services already.
 - o Go for an RFP and do something that already exist and don't necessarily work with folks who can offer more streamline approach.
 - Can sometimes subcontract
- I oversaw MC3 program in Antelope Valley
 - o Working training people 16-24 down work source center
 - o Tried to get meeting with them for years → problematic

- Money in some regions is not necessarily energized the way it could be because it's remaining in hubs and not necessarily engaging the employers or community based organizations
- Occupational programs that already do these things → could move forward in a direction that holds these AJCC's to their communities a little bit better

DE: City has taken initiative to fund more bricks and mortar. Training money comes out of own small budget. County takes diff approach in that they only have 7 service centers at 2 million apiece from what I understand. Money is allocated that they are drawn out of collectively. County might be better able to entertain this. On the city side, not too much understanding at staff level. The city has committed to work to plug this all in. There is going to be a workforce development taskforce meeting on this consulting work. Do you have apprenticeship programs and could you put that in ITRAIN?

M: In commission in process of becoming a dept. we don't deliver services at all. We will fund w/ service providers. Dept. (Arts Ed) working on big juvenile justice initiative. Providing art instruction in some camps. But are contracting that job. We are the system's intermediary making sure this is happening. Oversee process and making contractors to certain deliverables based on funding pools. Don't per say do it. With these systems already in place it can be somewhere similar. I'm coming from very hypothetical place to see what would even be possible. There don't seem to be a lot of art and entertainment sector engagement. I don't know what role we will play, to be honest, but what a role we can play is.

DE: City of LA, Te Santora? –former president of community something of America, very active member of our board. He discovered that Broad museum is trying to do diversity initiative. He wants to shop this idea to our youth system to help fund it. Almost a pre apprenticeship at a major museum and it sounds like there is some good stuff out there.

Emily: As a tech intermediary, we are unique place because we are also piloting unique apprenticeship models and academies that are employer models and employer funded.

- Looking at SNAP design academy in Venice to place 20 youth from community college in 5 week academy where you learn user design experience. It took them A – Z in UX design.
- An apprenticeship program.
- When you get an employer data, you can get really great models.
- Gather information.
-

JC: There's a discrete pot of money through I-TRAIN and internships but divided up by center.

With rare exception of biotech, we don't have a way to convene employers.
How well do we do convening employers listening as a system? Answer is not very good.

Could we take one of those centers that are doing it well and have them be the lead for all of them? Do you have one center that gets you what you need? How did they get there?

Emily: we have a few that are decent. I say decent bc we run into issue of we deliver youth who qualify for subsidizes as well as the opportunities. We do almost the preaching. They already have their youth and slots allocated. We don't even know who those youth are. We have our application open for our internship program. Not all of them apply. Because in order to meet industry demand and need and you need to understand their qualifications. Employers are not going to take someone from goodness of their heart. If there is no data base to tract. That said, we have worked with some Youth Source centers who have allowed us to refer candidates and employer matchings on both set.

- For example, AYE
- CRCDC
- More a person thing and less of an organization thing. – Jose Cuadron (?) – is really great and doing amazing work with this. He should be the model of how it's done.

Carrie: It would be better to withhold money for those who do not have high performance. There's youth source centers who get the same money and are rewarded despite not placing youth, especially foster youth, into key slots.

JC: Need to identify the best centers and contract that model out.

Emily: Understanding employer demand and setting yourself up with intermediary so that youth you are recruiting are able to meet the demand. There is a disconnect btw the jobs available and talent coming into the system. Does a disservice to everyone because there's no positions available and company who is asking for talent bc youth source center isn't recruiting in that capacity.

JC: The farthest along is South Bay. They hit the employer demand and include target group. Getting employers what they need and reaching hardest to service can work. It takes a lot of hand holding and work but it can be done.

South Bay is nimble and they cannot meet salary payroll if they don't get contacts w/ those employers. Different mentality. It comes down to leadership and who thinks this is important. The board itself needs to back that up.

Meia: **I think that the crisis is happening in marginalized communities.** For example, the million dollar hood project that highlights the mass incarceration of youth. The high mass incarceration are in Antelope Valley with lowest population of people. I'm speaking as resident. **High level of unemployment among people of color and system involved individuals.** Additionally, rents have skyrocketed. **This is the crisis.** The moving block that can get folks around the table to engage. We are not incarcerating if we are giving people jobs. **But when we get these conversations going that's when employers push away because they don't want to hire ex-offenders and also lack of "why do we have to do that".** **Need to galvanize about who is the real dislocated worker in this county. Very different than at the height of the recession.** There is still under employment among minority communities.

Metro WIN LA came. They are nearing almost 50% retirement rate in Metro. They have a big sector of the population that is about to retire. But you can't become a bus driver if

you have a felony. Are we having expungement of record? Or re entry programs? In my opinion, that shift needs to happen w/ political buy in.

Dan - Prop 47 is just state CA, not federal. There's no move in federal system for expungement. The re-entry money that's coming is from the state. The state legislature, needs some type of re entry work.

Carrie: We are testing out internship in the county for youth w/ previous justice involvement. They are subsidized internships. The employer wants them to take away risk from HR. It's being tested but we are not sure yet if it's working. Hoping that this model works.


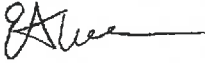
Emily: We work w/ employers to let them know that we will refer at risk youth and justice involved youth. **Frame it from the beginning.** Haven't reached any issues with employers about that. As long as we represent them bc we have developed trust. We introduce populations of people who are foster youth, justice involved.

Meia : In the trans community, they have a trans friendly badge/ certificate. So each employer who has met this seal of approval, gets this seal on their door. **But it welcomes them to even employer.** Thinking of this idea that you are part of something that's making a difference. Show your employer the side of support in a way that allows for a young person to walk by and apply for a job. If we can cultivate that type of commitment, then that would be helpful.

Carrie: I think, for ending comments, a something really big is performance evaluations. It's completely unfair that there are centers who continue getting the same amount of money despite not placing youth in enough opportunities. I can't even get information about how many people are walking into centers. This is very basic information that needs to be available. **Performance and accountability are key.**

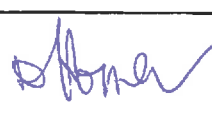
Tuesday, December 11, 2018
 Assessment of The Regional Workforce Development Forum

Central City Neighborhood Partnership

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Robert, Gutierrez						
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Emily Alonso	ealonso@lachamber.com	LA Tech Talent Pipeline @ LA Chamber of Commerce		Manager, LA Tech Talent Pipeline	818-970-9479	

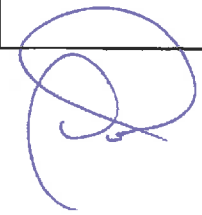
Tuesday, December 11, 2018
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Central City Neighborhood Partnership

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Jessica, Kim						
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Tuesday, December 11, 2018
 Assessment of The Regional Workforce Development Forum

Central City Neighborhood Partnership

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**DECEMBER 13, 2018 –
SAN FERNANDO VALLEY SELF-ASSESSMENT
FORUM**

VERDUGO WDB

Verdugo Workforce Development Board

Regional Self-Assessment Forum For Our Regional Workforce Development Plan

The Verdugo Workforce Development Board is hosting a Regional Self-Assessment Forum to provide the opportunity for businesses, educational and workforce partners, and other community stakeholders to give feedback on the progress in implementing the strategies outlined in the Los Angeles Basin Regional Planning Unit (RPU) 2017-2020 Workforce Innovation and Opportunity (WIOA) Regional Plan.

**Your voice will help us expand the vision for
workforce development in the Los Angeles Region.**

Regional Self-Assessment Forum #7 of 8

San Fernando Valley Self-Assessment Forum

December 13, 2018 ▪ 9:00am– 11:30am

Verdugo Jobs Center

1255 S. Central Ave, Glendale, CA 91204

<https://www.eventbrite.com/e/san-fernando-valley-la-basin-regional-coordination-alignment-self-assessment-forum-tickets-52335127776>

Verdugo Jobs Center

1255 S. Central Avenue, Glendale, CA 91204

818.548.2053 ▪ www.verdugoworkforce.com



Verdugo Workforce Development Board
Serving Burbank, Glendale & La Cañada Flintridge

America's **JobCenter**
of California™

The Workforce Innovation and Opportunity Act is an Equal Opportunity Program.
Auxiliary aids and services are available upon request to individuals with disabilities. TTY (818) 548-3857



Los Angeles Basin RPU Sub-Regional Self-Assessment Forum

Hosted by: Verdugo Workforce Development Board

Location: Verdugo Jobs Center – 1255 S. Central Avenue, Glendale, CA 91204

Date: Thursday, December 13, 2018

Attendees: Emma Sanchez (Glendale Community College), Hasmik Ktoian (International Institute of Los Angeles), Jason Schlatter (Glendale Communitas Initiative), Joshua P. David (LAUSD – Division of Adult and Career Education), Melissa Younesian (Verdugo Jobs Center), Ramona Barrio-Sotillo (Glendale Community College), Valley Economic Alliance

VWDB STAFF PRESENT: Diana Antonio, MaryAnn Pranke

CALL TO ORDER: 9:35 am at the Verdugo Jobs Center by Facilitator John Chamberlin

Purpose: Regional Self-Assessment Forums

A total of eight Self-Assessment Forums are being held throughout the Los Angeles Basin Region. The assessment will focus on the objectives of demand skills attainment, upward mobility of workers and equity for individuals with barriers to employment, and system alignment. These forums in which businesses, educational and workforce partners, and other community stakeholders are in attendance, will help the Los Angeles Basin Regional Planning Unit (LABRPU) in modifying its Regional Plan.

Discussions and Stakeholder Input on the following “Regional Indicators”:

I. Indicator A: Region has a team that jointly convenes industry

A. Glendale Community College (GCC) convenes by industry sectors; for example, they have Deputy Sector Navigators for healthcare.

1. GCC has a strong partnership with the Verdugo Workforce Development Board (VWDB) which has allowed them to work with other partners and develop programs for manufacturing and other industries.

a. The VWDB is taking the lead on the Bioscience committee that has recently been established

B. Los Angeles Unified School District (LAUSD) has an employment advisory committee.

II. Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region

A. GCC reiterated that they have a strong relationship with the VWDB and the Verdugo Jobs Center (VJC), as well as with the local school districts.

1. The strong relationship between the VWDB, VJC, and GCC and other partners has led to the success of the Uniquely Abled Academy (UAA). The UAA at GCC, which serves people with disabilities, has been successful due to its universal strategic co-enrollment process. There is only one Title I assigned case manager; in-class support offered by Lanterman Regional Center, Department of Rehabilitation

(DOR), and the Disabled Student Programs and Services (DSPS); the DSPS is also an in-class counselor; Glendale Youth Alliance (GYA) assists with job placement; and a Title IV (DOR) job developer assists with enrollment in paid work experience.

- a. The key to the success of the UAA is the level of trust that exists with the partners, which has been established through many years of working together.
 2. The VJC has a case manager that is co-located at the GCC Garfield Campus career and counseling center once a week. Glendale Youth Alliance (GYA) is also at the campus once a week to serve youth.
- B. LAUSD has recently begun to be co-located in WorkSource Centers by having a LASUD liaison on site.
- C. The Glendale Communitas Initiative (Communitas) co-locates its homeless counselors at other non-profits and libraries.
1. Although the local board and college have a strong relationship, there is still a lack of connection to education and employment between non-profits. Nonprofits are being left out of the pipeline.

III. Indicator C: Region has a process to communicate industry workforce needs to supply-side partners

- A. The stakeholders agreed that a better communication platform and branding is needed to improve communication. For example, the Los Angeles Economic Development Corporation (LAEDC) and the colleges have a great website for the businesses, but don't share much in common.

IV. Indicator D: Region has policies supporting equity and strives to improve job quality

- A. Communitas has observed that for people that are homeless, housing is the priority, not jobs; they first have to be food and house secure.
1. Non-profits search for the population in libraries and soup kitchens. Also, many non-profits have to reach out to the AJCCs/WorkSource Centers to find out information on services provided.
- B. The International Institute of Los Angeles (IILA) mentioned that for immigrants housing is a problem. Another issue with the immigrant population is working with those that have a higher education and previously held high positions.
1. The IILA works with SBWIB and small businesses, but is not in the communication pipeline with many of the AJCCs/WorkSource Centers. Also, there are challenges in enrolling asylees and immigrants.

V. Indicator E: Region has shared target populations of emphasis

- A. VJC measures the success of assisting individuals with disabilities through performance measures and customer feedback.
- B. GCC has the Office of Research & Planning. This office has faculty staff that look at data and evidence to assist in the Campus' decision process.
- C. LaunchBoard, a statewide data system, provides data to California community colleges on progress, employment, and earnings outcomes for both CTE and non-CTE pathways. This allows MaryAnn Pranke, the Adult Education Coordinator for the VWDB and GCC, to access the demographics of the students they are assisting.

- D. Anecdotal data is important as well, as it allows the centers to see services the local population is requesting, and based off of this, create programs.
 - 1. For the homeless population, more time is required to be able to measure success, it isn't easy to measure if a client has broken certain cycles. There is also the issue that the county and non-profits have different measures that don't really correlate.
- E. The Valley Economic Alliance collects numerical data to see how many jobs were saved and how many employers they reached out to.
 - 1. The Valley Economic Alliance has an accelerator program for startups for women of color. Oftentimes, the women who have participated in the program come back to mentor the participants.

VI. Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

- A. Currently the VWDB is attending quarterly Metro Workforce Initiative Now (WIN-LA) meetings with other boards and partners in the region.

VII. Indicator G: Region utilizes shared, common case management strategies such as co-enrollment, navigators and/or multi-disciplinary teams to develop shared responsibility for providing services and ensuring quality outcomes

- A. The VJC has a cluster of eight partners that they co-enroll with, but other partners are left out.
- B. LAUSD liaisons are able to access CalJOBS and are able to input case notes; they also provide updates to the client's case managers.
- C. GCC directors travel to different conference throughout the state and release press releases.

VIII. Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

- A. The VWDB has a blanket agreement with GCC to incorporate it into its grants.
- B. The VJC has the following partners on-site: EDD, GYA, DOR (once a week), and GCC (ESL class held at the VJC in the morning).
- C. GCC has many funds surrounding workforce. Its fiscal agent is responsible for the reports and data.
 - 1. For example, for the California Career Pathways Trust (CCPT) GCC worked with the Glendale Unified School District, Burbank Unified School District, and California State University, Northridge (this group forms the VCTC consortium).

IX. Adjournment: 11:15 am

Sender Property: Verdugo Workforce Development Board <dantonfo@glendaleca.gov>

Subject: You're Invited: Regional Self-Assessment Forum held by the VWDB



Verdugo Workforce Development Board

Regional Self-Assessment Forum

For Our Regional Workforce Development Plan

The Verdugo Workforce Development Board is hosting a Regional Self-Assessment Forum to provide the opportunity for businesses, educational and workforce partners, and other community stakeholders to give feedback on the progress in implementing the strategies outlined in the Los Angeles Basin Regional Planning Unit (RPU) 2017-2020 Workforce Innovation and Opportunity (WIOA) Regional Plan.

Your voice will help us expand the vision for workforce development in the Los Angeles Region.

Regional Self-Assessment Forum #7 of 8 San Fernando Valley Self-Assessment Forum

December 13, 2018
9:00am - 11:30am

Verdugo Jobs Center
1255 S. Central Ave, Glendale, CA 91204
818.408.0478

[Click to RSVP](#)

www.verdugoworkforce.com



Verdugo Workforce Development Board
Serving Burbank, Glendale & La Cañada Flintridge

The Workforce Innovation and Opportunity Act is a federal Department of Labor initiative which provides a framework for the local workforce development system with the goal of increasing the number of jobs and economic growth.



[Unsubscribe](#)

This message was sent to email@example.com from dantonfo@glendaleca.gov

Verdugo Workforce Development Board
Glendale VJC
1255 South Central Avenue
Glendale, CA 91204



Los Angeles Basin Regional Planning Unit (RPU) - Self-Assessment Forum
Progress on the Regional Workforce Development Plan, 2017 - 2021
Thursday, December 13, 2018
Verdugo Jobs Center
9:00 am – 11:30 am

	First Name	Last Name	Organization
1.	Diana	Antonio	VWDB
2.	Emma	Sanchez	Glendale Community College
3.	Hasmik	Ktoian	International Institute of Los Angeles
4.	Jason	Schlatter	Glendale Communitas Initiative
5.	Joshua	David	LAUSD – Division of Adult and Career Education
6.	MaryAnn	Pranke	GlendaleLEARNS/VWDB
7.	Melissa	Younesian	Verdugo Jobs Center
8.	Ramona	Barrio-Sotillo	Glendale Community College
9.			Valley Economic Alliance

Sponsored by the Seven Local Boards of the LA Basin RPU:



Regional and Local Plans Meeting
Partner Contact List

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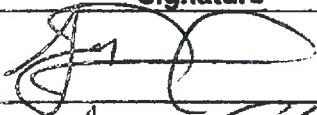
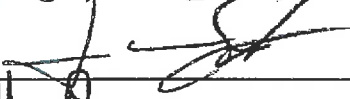
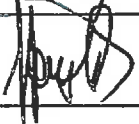

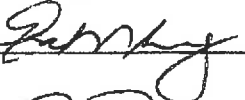


Regional and Local Plans Meeting
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Regional and Local Plans Meeting
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Los Angeles Basin Regional Planning Unit (RPU) - Self-Assessment Forum
Progress on the Regional Workforce Development Plan, 2017 - 2021
Thursday, December 13, 2018
Verdugo Jobs Center
9:00 am - 11:30 am

	Name	Organization	Email	Signature
1.	JOSHUA P. DAVID	LAUSD - DACE	jpd3529@gmail.com	
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3.	Hossein Rteian	ITLA	hrtetian@itla.org	
4.	RAMONA BARRIO-SETUVA	Glendale College	rbarrio@glendale.edu	
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6.	Laura Sanchez	GCC	esanchez@glendale.edu	
7.	MaryAnn Prantke	Glendalelearns	mprantke@glendaleca.gov	
8.	Angela	Valley Economic Alliance		
9.	Diana Antonio	VWDB	dantonio@glendaleca.gov	
10.				

Sponsored by the Seven Local Boards of the LA Basin RPU:



**DECEMBER 13, 2018 –
SAN GABRIEL VALLEY SELF-ASSESSMENT
FORUM**

FOOTHILL WDB

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Tuesday, November 20, 2018 5:03 PM
Subject: Community Forum Meetings
Attachments: RegSelf Assessment.jpg; RegSelf Assessment.pdf; community flyer3.pdf

The Foothill Workforce Development Board is continuing to hold community forum meetings to solicit feedback from participants, community members, and partner organizations as we work on completing the local and regional plan modifications. The following flyers provide information on the last of the local community forums. We need as much input as possible. Please let me know if you can attend. Also please feel free to share the information with other organizations and individuals that can provide valuable input during this process.



The Foothill Workforce Development Board would like to invite you to participate in a sub-regional planning forum to modify the Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2017 - 2021.

The seven local workforce boards in the LA Basin RPU are coordinating regionally with partners and stakeholders to modify the Regional Plan.

Help us enhance the LA Basin RPU Workforce Development System by providing input for the Regional Coordination and Alignment Self-Assessment.

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:

Upward Mobility and Equity for Individuals with Barriers to Employment

Demand Driven Skills Attainment

System Alignment

December 13, 2018, 2:00 pm to 4:30 pm

Foothill Employment and Training Connection

1207 E. Green Street, Pasadena, CA 91106

RSVP to Rita Magno
rmagno@foothilletc.org
Phone: 626-584-8395

<https://www.eventbrite.com/e/san-gabriel-valley-self-assessment-forum-tickets-52691230980>

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

FOOTHILL WORKFORCE DEVELOPMENT BOARD

Is updating its Local and Regional Plan

The FWDB invites you to join the discussion.

This is the opportunity for the community to provide critical input in the development of the plan for job training and education programs, that will be available to community members

COMMUNITY FORUM DATES

November 28, 2018 | 5:00 p.m. to 6:30 p.m.

City of Duarte Community Center
1600 Huntington Drive, Duarte, CA 91010

**Planning Workforce Services for the Communities of Arcadia,
Duarte, Pasadena, Monrovia, South Pasadena, & Sierra Madre**
Community Forum on Local Workforce Planning

December 3, 2018 | 10:00 a.m. to 12:00 p.m.

Foothill Employment and Training Agency
1207 East Green Street, Pasadena, CA 91106

CalFresh Employment and Training Programs
Developing strategies to strengthen services for all CalFresh recipients, including participants in the CalFresh Employment and Training Services.

December 4, 2018 | 2:00 p.m. to 4:00 p.m.

Jake's Road House
622 S Myrtle Avenue, Monrovia, CA 91016

Partnerships with Local Child Support Agencies
Developing strategies to improve services to unemployed, underemployed, and payment delinquent non-custodial parents



Foothill Workforce Development Board

RSVP to Rita Magno

Email: rmagno@foothilletc.org | Phone: 626-584-8095

This is an equal opportunity employer/program financially assisted by a Federal and State WIOA Title I grant. Auxiliary aids and services are available upon request to individuals with disabilities. Hearing impaired individuals may use the California Relay Service at 1(800) 735-2922.

Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



1207 E. Green Street, Pasadena, CA 91106

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Mobile: 909-362-7082

Fax: 626-584-8375

www.fwdbworks.org

Annette Kelly-Whittle

From: Annette Kelly-Whittle
Sent: Wednesday, December 5, 2018 8:43 AM
Subject: San Gabriel Valley Self Assessment Forum
Attachments: RegSelf Assessment.pdf

Please join us for the final community forum as part of the Regional Planning process for Los Angeles Basin Regional Planning Unit (RPU) regional plan update. We need our partners, businesses, community members, and participants to join in this self-assessment of the Los Angeles RPU. This meeting gives us all the opportunity to assess our partnerships and discuss our strengths and weaknesses.

The meeting's discussion topics will be as follows:

- Region has a team that jointly convenes industry
- Region has shared sector/occupational focus and shares/pools resources to meet demand in the region
- Region has a process to communicate industry workforce needs to supply-side partners
- Region has policies supporting equity and strives to improve job quality
- Region has shared populations of emphasis
- Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs
- Region utilizes shared, common case management strategies such as co-enrollment, navigators and/or multi-disciplinary teams to develop shared responsibility for providing services and ensuring quality outcomes
- Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

[Click here to register!](#)



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Upward Mobility and Equity for Individuals with Barriers to Employment

Demand Driven Skills Attainment

System Alignment

December 13, 2018, 2:00 pm to 4:30 pm

Foothill Employment and Training Connection

1207 E. Green Street, Pasadena, CA 91106

RSVP to Rita Magno
rmagno@foothilletc.org
Phone: 626-584-8395

<https://www.eventbrite.com/e/san-gabriel-valley-self-assessment-forum-tickets-52681230980>

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Annette Kelly-Whittle
Management Analyst II
Career Services Division
City of Pasadena - City Manager Department



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Fax: 626-584-8375
www.fwdbworks.org

Eventbrite Posting

eventbrite.com
This event has ended.

County of Los Angeles website posting

County of Los Angeles (US) | workforce.lacounty.gov/regional
 Verica's Virtual One | 20 CFR Chapter V - EI | MY BOOK® LIVE™ | Tootledo | YNAB | Personal Kit Homes | JAN - Job Accommod | SharePoint | SARA - Login | I-TRAM

BECOME COMMITTEES & MEMBERS WORKFORCE SELF-ASSESSMENT FORUMS

- Wednesday, November 14, 2018 9AM to 11:30AM**
South Bay Self-Assessment Forum
 Hosted by South Bay Workforce Development Board - Stakeholder Forum #1 of 8
- Wednesday, November 14, 2018 2PM to 4:30PM**
Gateway Cities/Southeast L.A. Self-Assessment Forum
 Hosted by South East Los Angeles Workforce Development Board - Stakeholder Forum #2 of 8
- Thursday, November 15, 2018 9AM to 11:30AM**
Antelope Valley Self-Assessment Forum
 Hosted by County of Los Angeles Workforce Development Board - Stakeholder Forum #3 of 8
- Thursday, November 15, 2018 2:30PM to 5PM**
Westside Self-Assessment Forum
 Hosted by City of Los Angeles Workforce Development Board - Stakeholder Forum #4 of 8
- Tuesday, December 11, 2018 9AM to 11:30AM**
Santa Clarita Valley Self-Assessment Forum
 Hosted by County of Los Angeles Workforce Development Board - Stakeholder Forum #5 of 8
- Tuesday, December 11, 2018 5PM to 7:30PM**
Central Los Angeles Self-Assessment Forum
 Hosted by City of Los Angeles Workforce Development Board - Stakeholder Forum #6 of 8
- Thursday, December 13, 2018 9AM to 11:30AM**
San Fernando Valley Self-Assessment Forum
 Hosted by Verdugo Workforce Development Board - Stakeholder Forum #7 of 8
- Thursday, December 13, 2018 2PM to 4:30PM**
San Gabriel Valley Self-Assessment Forum
 Hosted by Foothill Workforce Development Board - Stakeholder Forum #8 of 8

Foothill Workforce Development Website Postings

www.fwbworks.org

Home | 20 CFR Chapter V - B | MY BOOK # LIVE | Toolledo | YNAB | Panelized Kit Homes | JAN - Job Accommod | SharePoint | SARA - Login | I-TRAK Job Training | Pro

key self-assessment forum No results < > Options

HOME | JOBSEEKER SERVICES | BUSINESS SERVICES | NETWORK | CALENDAR | ABOUT US | BOARD

FWDB
Foothill Workforce Development Board

FOLLOW US:

Calendar

Career and Business Events

Events are color coded: [New Seeker events in orange](#); [Business events in blue](#).

FWDB Calendar

Table | December 2018 | Print Week | Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1am FEIC Orientation	2am (Duarte) Ladies Network (Recruitment) 265 Du con FWDB REGIONAL COH				
	2am (Duarte) Cellfresh Emj (San (South Pasadena) Shop 200n FWDB Regional Coord 11am FWDB Regional Coord 11am FEIC Orientation	3am	4am	5am EU Orientation 11am (Pasadena) Lunch 11am LAPD Hiring Exam		
9am FEIC Orientation				12am (Pasadena) Brochure C 11am Job Search 101		

FWDB Sub-Regional Planning Forum

When: Thu, December 13, 2018, 2:00pm - 4:30pm
Where: 1207 E Green St, Pasadena, CA 91106, USA
[View Map](#)

Description: The Foothill Workforce Development Board would like to invite you to participate in a sub-regional planning forum to modify the Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2017 - 2021.

[more details](#) [copy to my calendar](#)

Foothill Workforce Development Website Postings

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FWDB
Foothill Workforce Development Board

The Foothill Workforce Development Board would like to invite you to participate in a sub-regional planning forum to modify the Los Angeles Basin Regional Planning Unit Regional Workforce Development Plan 2017 - 2021.

The seven local workforce boards in the LA Basin RPW are coordinating regionally with partners and stakeholders to modify the Regional Plan.

Help us enhance the LA Basin RPW Workforce Development System by providing input for the Regional Coordination and Alignment Self-Assessment.

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:

Upward Mobility and Equity for Individuals with Barriers to Employment

Demand Driven Skills Attainment

System Alignment

December 13, 2018, 2:00 pm to 4:30 pm

Foothill Employment and Training Connection

1207 E. Green Street, Pasadena, CA 91106 | RSVP to: Rita Magno, rmagno@fwbworks.org, Phone: 626-504-8365

<https://www.fwbworks.org/portal/8-self-assessment-form> or call 626-504-8365

The financial responsibility for this event is shared by the Foothill Workforce Development Board and the Los Angeles Basin Regional Planning Unit. The Los Angeles Basin Regional Planning Unit is a partnership between the Foothill Workforce Development Board and the Los Angeles Basin Regional Planning Unit. For more information, please contact the Foothill Workforce Development Board at 626-504-8365.

**Los Angeles Basin Regional Planning Unit (RPU) - Self-Assessment Forum
Progress on the Regional Workforce Development Plan, 2017 - 2021**

**San Gabriel Valley
Thursday, December 13, 2018, 2:00 pm – 4:30 pm
Foothill Workforce Development Board
1207 E. Green Street
Pasadena, CA 91106**

AGENDA

- I. Welcome and Introductions
- II. Overview of LA Basin RPU Regional Workforce Plan Biennial Review and Modification
- III. Objectives of Self-Assessment - Indicators of Regional Alignment and Coordination
- IV. LA Basin Regional Plan – Priority Goals and Planned Outcomes
- V. Discussions and Stakeholder Input on the following “Regional Indicators:”
 - A. Region has a team that jointly convenes industry (Indicator A)
 - B. Region has shared sector/occupational focus and shares/pools resources to meet demand in the region (Indicator B)
 - C. Region has a process to communicate industry workforce needs to supply-side partners (Indicator C)
 - D. Region has policies supporting equity and strives to improve job quality. (Indicator D)
 - E. Region has shared populations of emphasis. (Indicator E)
 - F. Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs (Indicator F)
 - G. Region utilizes shared, common case management strategies such as co-enrollment, navigators and/or multi-disciplinary teams to develop shared responsibility for providing services and ensuring quality outcomes. (Indicator G)
 - H. Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes (Indicator H)
- VI. Closing Remarks

Sponsored by the Seven Local Boards of the LA Basin RPU:



The Workforce Innovation and Opportunity Act is an Equal Opportunity Program.
Auxiliary aids and services are available upon request to individuals with disabilities, call 800-735-2922.

Los Angeles Basin RPU Sub-Regional Self-Assessment Forum
Hosted by: Foothill Workforce Investment Board
Location: 1207 E. Green Street, Pasadena, CA 91106
Date: December 13, 2018

Meeting Notes: Key Discussion Points and Recommendations

A. Region has a team that jointly convenes industry (Indicator A)

Discussion Points:

How many of you have met with healthcare providers in the last two years?

Paul Kratzer stated that they have a variety of healthcare vocational training programs at their school. They pulled vocational training teachers and healthcare employers to discuss their needs and whether their curriculum was lining up with their needs. This was done about six months ago, and they try to do it annually.

Dianne Russell-Carter stated they have been meeting ongoing with nurses in the industry as part of the Slingshot program. The Slingshot program is a regional effort to help fill the pipeline for client care case managers. It extends the career pipeline for the nursing occupation.

Sheryl Carter stated that her organization also meets regularly with healthcare. They partnered with SELACO on the Patient Navigator Program where 25 individuals were trained and placed in employment.

Mr. Chamberlin asked about other industries outside of healthcare and Mr. Kratzeer stated they do it regularly with various industry groups, industry sectors, and the teachers who are teaching the courses related to those sectors.

Mr. Chamberlin asked do we communicate this information to each other? Did you know about the Slingshot initiative? Mr. Kratzer answered no. Mr. Chamberlin stated that this is what he is hearing throughout the region and what is missing is the rippling it out to others. We are not communicating it with others, we are convening by program and funding stream.

Mr. Chamberlin went on to ask what could we do to communicate better when you meet with your employers and they say they want X, Y, and Z or your teachers come up with curricula, or we have initiatives such as Slingshot? Mr. Kratzer stated it would make sense to have a conference and invite everyone. Ms. Russell-Carter agreed that a convening quarterly is needed. She also added that we do not make the best use of all of the resource such as labor market studies. In addition, she stated that we are more reactionary than proactive. Program efforts would be better targeted if we used labor market information and looked at the future and then coordinated with those who are beneficial to us. Also lay out plans for specific occupations and industries. Ms. Russell-Carter went on to say that there are so many needs and that we often get bogged down a lot with the tyranny of the media, so it doesn't allow for full planning to take place.

Joumana Barakat added that at meetings like this, where crucial information is being disseminated and decisions are being made, where are the employers and key industries. We do our best to outreach to them, but we still do not have the key ingredient that is attractive enough for them to come sit at the table. Ms. Barakat went on to say that she is referring to the medium to small size employers.

Mary Ali stated that workforce does have the right ingredient but the way that it is described to the employer is not attractive, it would be different if it was presented in numbers. Ms. Ali stated that for her everything is a number and if you put that in front of her she will understand it. If you give an employee a person for free, the cost saving from recruiting, hiring, orientation, and insurance costs

should be communicated to employers. With employers you must show them the numbers. However, the employer needs to train the individual and not just have them doing tasks such as copying, typing, or googling things for them.

Ms. Russell Carter stated that every employer is not for our program just like every participant is not for our program. We need to establish partnership guidelines. We have a contract with the employers that states that this is your role, this is our role, and this is our role together. If you are able to get employers that believe in what we are doing, and they benefit then it works. A partnership kind of mentality would help us.

Kathleen O'Sullivan stated that she works with a lot of small to medium size businesses and none of them know about workforce. They do not know about subsidized programs and they are struggling to attract and retain good employees that are teachable. They are willing to invest in employees, but they do not know you exist. Ms. O'Sullivan went on to ask whether there is a program for the construction companies that are non-union but pay competitive wages. Mr. Chamberlin responded that the mandate was to first meet with the Building Trades Council in the unions. However, he went on to say there is no reason that we could not work with other companies.

Ms. Ali stated that you need to outreach to private sector small businesses, they would take advantage of the program. Ms. Ali believes these employers would end up hiring program participants and the participants will have gained some hard and soft skills.

Mr. Chamberlin stated that what we usually do for individuals that have never held a job or is coming out of incarceration is send them to a public or non-profit employer first to field test who is going to show up every day. We don't want to send someone to a private employer until we know we have someone who is serious. Mr. Kratzer stated we have the same philosophy with students. If they come to class on time every day and they demonstrate their ability to be where then need to be on time then we know they are ready for the next step. Mr. Chamberlin says with scarce resources where do you put them first? To the people who show they are serious.

Ms. O'Sullivan, I have been working with companies for the last couple of years to retrain their thinking. When they are going to hire young people these companies have to make sure that they are training and developing them as a priority, especially with the millennials and Gen Z coming into the workplace. She stated it is a mind shift around who the people coming into the workplace are and what the company's responsibility and opportunity is when doing training and development.

Ryan Whetstone talked about at Mt. San Antonio in the School for Continuing Education provides short term training. The recently held a very targeted employer recruitment for trained healthcare students. Mr. Whetstone said this is the first he has seen a targeted recruitment. There were about 40 healthcare employers who were very excited to see people who were trained, willing, ready, and able to work in their field. This was the first time in my career that I have seen a job fair that everyone was excited. Employers had lists of people who they were going look at and were potential hires. We have been doing big hit and miss job fairs where people end up with nothing. The focus should be on targeted industry recruitments with trained people.

Mr. Chamberlin asked if we are doing the convening, should we talk about all of us together doing a hiring event? Ms. Russell-Carter stated that when it comes to employer services, employers have always questioned whether we are economic development to help them with their businesses or are we social services. Now we have been given a mandate to serve those with barriers. There are 700,000 job openings and until we can get businesses to recognize that there are probably felons, individuals with disabilities, and women that have the skills to do the jobs we haven't done enough. I don't think we have gotten far enough along where private industry that is primarily about money is willing to take a chance in a large enough way to make a difference. Ms. Russell-Carter again stressed the importance of a

partnership with employers who are willing. Ms. Carter has spoken to employers and the feedback is that they will include if we want to, and don't preach to us because business is here to make money and not to provide social services.

Mr. Chamberlin agreed that there is validity to that and that there has to be a win win where we're helping the business on the bottom line and we're getting a person hired who goes from the tax consumer to a tax payer. Mr. Chamberlin went on to say that he is wondering the right way to market the program. In the healthcare you have to have credentials. It doesn't matter how well you do the work, if you if you don't have the credential, you can't do the job. For manufacturing they want skills, but they're real open to interns and training on the job their way. Working with the new Toyota plant they did not want anyone who had automotive training, they wanted to train them the Toyota way. They wanted people who showed up to work every day, who were go getters, and had some mechanical aptitude, but they didn't want someone who'd gotten a degree in auto mechanics. Each industry is a little different. Mr. Chamberlin finalized by saying he likes this idea of a targeted job fair because you are connecting employers with qualified individuals as opposed to them just wandering around.

Sheryl Lefmann stated that the struggle that she hears from most of the small businesses at the chambers is that the job fairs are great if the employer is looking for someone at that time. Job fares aren't necessarily where they're going to go look for someone. Mr. Chamberlin stated that the whole sector model doesn't fit small business. Small business is almost its own sector and has its own mechanics of hiring. Ms. Lefmann agreed and stated that small businesses are the ones who need the people and can train. Mr. Chamberlin continued on to say that the big target sectors is regional and how to deal with the small business is local. It is very important to have a strategy to connect to little business.

Ms. Barakat does not agree that it is not a regional strategy because most of the job creation comes from the medium to small companies. The word sector only appeals to the big companies and a chiropractor group with 10 employees do not consider themselves the sector. In order to bring them to the table there needs to be mention of subsectors. We need to educate the employers when we talk this talk that we mean everybody.

Mr. Chamberlin asked whether there should be a regional strategy to address small businesses? What should it be? He went on to say that he thinks you need a different strategy to market and serve them.

Dan Lien added to the conversation that while regionalism is very important we need to flip the system upside down because it is working the wrong way. He feels that the policy board and workforce development board need to be our outreach. He is also not a fan of bringing business to the table but feels that we need to go to them. The best practice is to match board members with staff and send them out to small businesses. Over 80% of jobs are made from direct personal connection. Ms. Ali agreed with Mr. Lien that with all of her experience she was not able to get employment after applying for over 375 jobs online. She continued on to say that almost 80% of the jobs online are not real jobs. They post the jobs to collect data. Mr. Lien added that the population we serve requires some type of special handling or has special needs and that is only going to happen person to person. We can't run it totally as a system. Ms. Ali summarized by stating we need to connect with chambers and have feet on the ground doing outreach and speaking the business's language.

Mr. Chamberlin ended with asking everyone to rate how good of a job the area does on convening. The final score was 1.9.

Recommendations:

- Regular convening meetings with partner agencies
- Industry specific recruitment fairs

- Communicate to employers in business-friendly language and providing them the numbers on the cost savings of using the programs
- A regional or local strategy is needed to address the needs of small businesses

B. Region has shared sector/occupational focus and shares/pools resources to meet demand in the region (Indicator B)

Discussion Points:

Mr. Chamberlin asked the group if we pool resources to meet the needs in the region? Sheryl Carter responded that they partnered with LA County to train certified nurses for USC hospital, who needed 300 people. They were able to provide the training and the hospital provided the externship. Mr. Chamberlin asked if more than one funding stream was involved in funding the training. Ms. Carter stated that the Worksource Center did assist with some funding.

Dan Lien added that the entrepreneurship program with the City of Pasadena is an example where CDBG funding was leveraged. Dan Lien also mentions that we do a good job of working with other workforce boards such as South Bay that have developed training programs and have a good track record.

Pietro Rosetti stated we're nonprofit and we're rendered with the regional centers and the department of rehabilitation, so he feels like their group works very well together in sharing information. Mr. Rosetti posed the question on how workforce works directly with the regional center and DOR?

Mr. Chamberlin answered by giving an example that is being considered by DOR in dealing with with prisoner reentry. He stated that at a high-level discussion, DOR is considering doing the assessment for all of the reentry population for workforce. They are the experts on assessment and determining if an individual has a disability. They would assess the 15,000 people coming out of the system and jointly as a system we would pool resources together to assist individuals.

Komal Tejwani added that DOR is one of the first places formerly incarcerated people go. However, they do not like to use the word disability even though the majority of them do have a disability. Ms. Tejwani continued on to say that they are working with CDCR and the probations departments. Those that have agents are more likely to be employed because they can tag team and provide more robust services for individuals.

Serafin Garcia agreed with Ms. Tejwani stated that he used to work with gang members. The stigma of person with disability and the word rehabilitation was a problem in individuals accessing services.

Ms. Ali stated that individuals with disabilities does not mean that they are not good at anything. They are often good at something and just have limited abilities. We need to figure what they are good at and put them in that field.

Linh Lee added that as an agency that works with individuals with disabilities, not just learning disabilities but intellectual, physical, and primarily developmental disabilities, in terms of outreach, they have not received much information from the workforce development boards or AJCC's. It has only recently been since CIE blueprint that has mandated a local partnership agreement, that we have all started to come to the table. Ms. Lee has tried since January of this year to reach out to a few AJCC's to attend our local partnership meetings to discuss the needs.

Mr. Chamberlin stated that everyone pointed out that sometimes the language we use is an impediment. Such words like disconnected youth and dislocated worker. We use the terms that come with the money, but we have to be careful because the terms are disabling.

Mr. Chamberlin stated he is going to take score again on how good a job do we do at sharing and pooling resources to meet our employers demands? The final score was 1.55.

Recommendations:

- No recommendations were stated.

C. Region has a process to communicate industry workforce needs to supply-side partners (Indicator C)

Discussion Points:

Mr. Chamberlin went on to discuss indicator C and basically said we have talked about some of this but continued on to ask how well do we communicate with each other. How well do we connect the need of business and the needs of those who need jobs?

Mr. Lien stated that if we want the communication to be effective, then we need a partnership between board members and staff. The best way is for board members and policy board members to communicate it and get the word out. Mr. Chamberlin stated we communicate it by building a network.

Mr. Chamberlin called for a rating, which was about 1.6, which he says is higher than most area. He summarized by saying we are doing a good job of convening employers but we're not doing the best job of connecting the needs with everyone. We are doing a good job with partners that are co-located but a not so good job with partners at other locations.

Ms. O'Sullivan added the importance of the need for a communication portal. Ms. Lefmann reiterated getting the message out in a language that is understood by everyone, we cannot use acronyms. Mr. Rosetti has never seen one place where all of the different opportunities are listed. He went on to say he had never heard of the transitional jobs program until today. Mr. Rosetti that marketing programs that advertise the different programs for employers would do a lot of good. Ms. Lefmann added that you cannot use acronyms because employers get lost with the acronyms and funding programs. They just need to know what value they are going to get and why.

Annette Kelly-Whittle discussed a strategy that was used by the City of San Bernardino Workforce Investment Board. The outreach materials were redesigned and all references to WIOA and federal funding were removed, and the materials communicated what they would get in a business language and provided ROI information. In addition, consultants were used to outreach to small business under rapid response funding for layoff aversion. The consultants worked with small businesses to avert layoffs and they communicated the value of the workforce system to them. In turn the workforce became the human resource are for the small businesses.

Ms. Ali suggested that we also partner up with big franchises so that when they have job openings that information can come straight to workforce. Ms. Lefmann added that there is a perception that workforce development candidates or potential employees are entry level, rehab, and disabled. They don't even recognize that there may be other candidates in the pool beyond this. Mr. Chamberlin stated that there is some truth to this but the answer to this in part is to not just focus on the people who come into the center, but we send the job information out to the community at large. We have to rethink how we respond to job openings as a larger system to create a bigger pool.

Ms. Kelly-Whittle spoke again about the consultants that promoted the City of San Bernardino workforce services. She stated that the consultants were the best voice in communicating and selling the program services. In addition, the business services department were focused on providing a service to businesses which included helping them fill job openings, hosting business workshops, business consulting services,

and group training classes for their employees. When filling job openings, we made sure we sent good qualified candidates whether they were individuals in programs or not.

Mr. Chamberlin concluded by stating that we do have predominately people with barriers coming into the center and we do need to recruit as widely as possible to fill the job openings.

Recommendations:

- Creating a portal for communications, in terms of awareness and contact information
- Ensuring the information is communicated in a way that all parties can understand, not using acronyms
- Marketing materials that listed all of the different opportunities for employers.
- Make sure marketing materials communicate the value they are going to get and why
- Rethink the language we use for job seekers and youth

D. Region has policies supporting equity and strives to improve job quality. (Indicator D)

Discussion Points:

Mr. Chamberlin continued to the next discussion point by asking how good of a job do we do in assisting targeted individuals with barriers, that normally get left out such as disabled vets and individuals getting out of jail with giving them a shot? He asked do we get the leads out to non-profits who assist individuals with barriers. On the Vocational rehabilitation side do the job leads find there way to your people?

Ms. Tejwani responded yes, that they have business specialists that send the case mangers the job leads, and they send them out to their caseloads. Ms. Tejwani feels that they could take it a step further because the individuals they work with do have disabilities and it would be best if they could collaborate more with the employers on recruitments instead of just sending their people to recruitments with everyone else. They have had a few recruitments for their people. She talked about a partnership with a nonprofit that trained their participants to do shipping and packing for Amazon. When they prescreen them, they are more likely to be more successful and the right fit for the job because they get an idea of their strengths and limitations. If we can have a seat at the table and the employer needs to fill 10 positions, then we can do our own prescreening and give them 10 really good candidates that can do the job. If we work in collaboration instead of a providing a cold job lead our clients will more likely be hired.

Mr. Chamberlin asked how we do with people getting out of the justice system? Mr. Garcia responded that one of the biggest problems now is that employers are doing a credit check. It doesn't matter if you are formerly incarcerated, disabled, or a person without barriers. The credit check is prohibiting some from getting the job.

Ms. Ali added that some employers do a credit check depending on the position. Mr. Garcia added that the State of California passed the law regarding not discriminating against individuals with records and ensuring they are provided a fair opportunity in the screening process. He goes on to says employers figured a way around that by doing the credit checks.

Mr. Chamberlin went on to say what he is hearing because of the ban the box they can't ask about felonies, so this is their way of getting around it. Ms. Lefmann agreed that is a way of getting around it.

Mr. Chamberlin ended with asking the group to rate how good of a job we do as a system in helping these individuals get a job. The rating was 1.15.

Recommendations:

- Work more collaboratively with employers instead to match participants to jobs instead of forwarding cold job leads

E. Region has shared populations of emphasis. (Indicator E)

Discussion Points:

Mr. Chamberlin stated that he would say we do share populations of emphasis. Proposition H money comes through to each board to help with homeless people. We have a prison reentry initiative we are all working on. We have done a much better more recently but there is more work to do in serving individuals with disabilities. We could do more in the way of policies and procedures, ways of sharing, and how we measure how we are doing.

Mr. Chamberlin asked the group how good of job we do of talking through and sharing what target groups we are going to emphasize? Ms. Tejwani responded not at all. Mr. Chamberlin continued probing the group with questions whether anyone felt we do better at this? If it is haphazard or episodic or depends on whether there is a grant for prisoner reentry we do it and when the grant ends, we move on to something else. Mr. Chamberlin went on to ask everyone to rate this area which ended up being a 1.0.

Recommendations:

No recommendations were discussed.

F. Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs (Indicator F)

Discussion Points:

Mr. Chamberlin asked do we share resources to meet the hard to serve individuals? Mr. Chamberlin continued to say in the workforce system if you are serving the youth, adult, and dislocated workers you are almost always leveraging outside community resources. He went on to say we get TANF and general fund money. We have summer programs for the youth. The summer program combines resources to serve at risk youth. LAUSD funds at almost every center a navigator. Mr. Kratzer said he is a navigator and they started the program in 2017 and now each center has a navigator. He is employed by the school district but works out of the Worksource Center and he represents both.

Mr. Chamberlin states that this partnership is only in LA County. We do a lot of pooling resources in the centers.

Ms. O'Sullivan stated that she used to run youth programs in the Riverside County and many years ago only the school districts were receiving the dollars and the at-risk youth were not well served because the schools did not have the wraparound resources and did not understand the needs of the more at-risk youth. We ended up giving funding to residential treatment programs that served more at-risk youth and it was more successful.

Mr. Chamberlin explained that each workforce board gets an allocation of TANF money. Each area decides how they integrate it in with their other services. It is not dominated by serving once type of youth. He went on to say he thinks the boards are doing a good job with it. There is nothing more important than a persons first job. He discussed all of the things youth learn on their first jobs.

The group gave a rating of 1.8 for this area.

Recommendations:

No recommendations were discussed.

- G. Region utilizes shared, common case management strategies such as co-enrollment, navigators and/or multi-disciplinary teams to develop shared responsibility for providing services and ensuring quality outcomes. (Indicator G)

Discussion Points:

Mr. Chamberlin asked how well do we share information if we are jointly serving an individual. Do we share if someone gets a job and follow up information? He went on to ask the group for the scoring which was 1.65.

Recommendations:

No recommendations were discussed.

- H. Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes (Indicator H)

Discussion Points:

Mr. Chamberlin went on to the next indicator Do we share administrative resources. Mr. Chamberlin gave the example of the pooled training money administered by the SELACO board for all of us. He also talked about a joint training that Verdugo is doing on ethics and Brown Act training. He asked the group if there is some form of training that can be offered to the group that would be helpful.

Ms. O'Sullivan suggested that some type of training on how to better brand and better message to multiple constituents.

Mr. Rosetti suggested disability awareness training

Mr. Chamberlin spoke about the possible need of cultural training. Also, more sensitivity training, and training on how to work with millennials.

Ms. O'Sullivan stated she recently participated in a 4 hour focus group with a businesses on generational differences. She agreed that this was needed due to the many assumptions that are made.

The rating by the group for this indicator was 1.0.

Recommendations:

- Training on how to better brand to multiple constituents
- Disability awareness training
- Training on generational differences



Los Angeles Basin RPU Sub-Regional Self-Assessment Forum

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Los Angeles Basin RPU Sub-Regional Self-Assessment Forum

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