California Workforce Investment Board

Annual Report

Accomplishments of the State's workforce system and the results achieved under the Workforce Investment Act (WIA) for Program Year 2008-2009

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California WORKFORCE INVESTMENT BOARD

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California WORKFORCE INVESTMENT BOARD

Arnold Schwarzenegger
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Lawrence Gotlieb
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Chris Essel
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It is my pleasure, on behalf of the California Labor and Workforce Development Agency and the Workforce Investment Board (State Board), to present the annual report of the accomplishments of the State's workforce system and the results achieved under the Workforce Investment Act (WIA) for Program Year 2008-2009.

The report provides an overview of our system's successes that reflect the shared commitment among a broad mix of State and local partner organizations to continually prepare our workforce with the skills demanded by an ever-changing economy. California's economy is currently experiencing difficulties similar to those of the rest of the nation. Unemployment is in excess of 12 percent with a substantial loss of jobs over the last year. California consumers are being hit on all sides, with rising job losses, sharp drops in the housing market and in stock market wealth, and increasingly tightening access to credit.

In the coming years, it becomes even more important that public workforce programs, working in partnership with private industry, prepare future and current workers for the jobs in industries that will emerge as the catalyst for our State's economic recovery, such as those that are shaping California's emerging green economy. To achieve this, the California workforce investment system is organizing its planning, investment, and service delivery strategies by transitioning to a regionally-focused, industry sector approach.

Through the use of collaborative partnerships and leveraged resources, the State Board and Local Workforce Investment Boards develop and sponsor strategic approaches to meet the needs of business and industry for a skilled and flexible workforce. Highlighted in this report are some of the initiatives that provide a foundation for future sector strategy work. The initiatives demonstrate a dedication on the part of organizations and individuals in the private and public sectors to improve the quality and competitiveness of our residents, communities, and businesses. It is my hope that these initiatives will continue to serve as inspiration and guidance for others seeking solutions to California's complex economic and workforce challenges in the years to come.

We would like to acknowledge the passing of long time State Board member Kirk Lindsey. His dedication and commitment to the State Board will be missed by everyone who had the opportunity to work with him.

Sincerely,

Larry Gotlieb

Lawrence B. Gotlieb, Chair
California Workforce Investment Board

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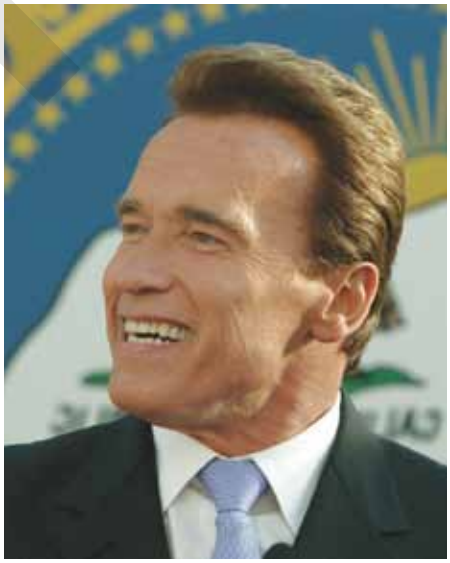
Introduction

California's entrepreneurial, innovation-based businesses require a world-class workforce in order to grow and thrive. In recognition of this, California's vision is that of a broad system of public workforce programs working in partnership with private industry to prepare future and current workers for the new economy, creating access to stable, reliable, higher-wage jobs that will enhance the standard of living for all Californians and their communities. To achieve this, California's statewide, locally-based workforce investment system must continuously prepare the State's available and future workers for careers in the industries and sectors that are most vital to the State's economic recovery, health, and growth.



To meet this critical challenge, the California workforce investment system is organizing its planning, investment, and service delivery strategies by transitioning to a regionally-focused, industry sector approach. The content of this report will demonstrate that the system has begun this transition and has the necessary building blocks to successfully make this transformation.

Workforce System

The statewide workforce investment system is comprised of 49 *Local Workforce Investment Areas* (Local Area), each with its own business-led Local Workforce Investment Board (Local Board).

These Local Boards work in concert with their local Chief Elected Official to oversee the delivery of workforce services relevant to their local residents and businesses. Critical to their charge is their oversight of the local One-Stop Career Centers which are the hub of the statewide service delivery vehicle for workforce/education/business services. Workforce funds allocated to Local Boards support the job training, placement, and business services delivered though the One-Stop Career Centers. These centers, through partnerships with other local, state and federal agencies, education and economic development organizations provide access to jobs, skill development and business services vital to the social and economic well-being of their communities.

The workforce system is governed by a federal/state/local partnership. The U.S. Department of Labor (DOL), in coordination with other federal agencies, oversees and administers the nationwide system. The State Workforce and One-Stop Career Center system is overseen by the Governor through the California Labor and Workforce Development Agency (Agency), which operates under the leadership of the Secretary

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of Labor and Workforce Development. The Secretary represents the Governor and his administration on the California Workforce Investment Board (State Board). The State Employment Development Department (EDD), also under the direction of the Agency Secretary, is designated by the Governor as the administrator of federal job training funds. The business-led State Board, which also reports through the Agency, assists in developing statewide policy to impact workforce preparation and supply, and advises the Governor and Secretary on strategies to meet the needs of a diverse population and constantly changing economy.

California's Economic Picture

With severe job loss and rapidly rising unemployment continuing, the outlook for the California economy remained uncertain at the beginning of the second quarter of 2009. The emerging consensus is that job loss will continue into the first or second quarter of 2010, but the magnitude of those losses will diminish over time. The pace of job growth is expected to gradually strengthen through the first half of 2011. However, the unemployment rate is expected to remain high through the end of 2011, and not fall below double digits until sometime in 2012. Consumers are not expected to drive economic growth as they did in the last expansion, but are instead expected to continue the recent trend of increasing savings and spending more modestly.

Over the longer term, it is important to note that the current economic downturn, although severe, is a cyclical event. California's comparative economic advantage, primarily its' entrepreneurial and innovative spirit and highly skilled and educated workforce, remains strong but must be nurtured and expanded over the long run. This economic advantage positions California well as federal and venture capital investments in fuel efficiency and green technologies increase.

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American Recovery and Reinvestment Act

On February 17, 2009, President Obama signed the American Recovery and Reinvestment Act of 2009 (ARRA). California received $535.6 million for training and employment services under the Workforce Investment Act and Wagner-Peyser Act. An estimated 396,000 jobs, the most of any state, are expected to be saved or created over the next two years with priority given to targeted industries such as health care, transportation, green, and energy.

Enhanced services, with special emphasis on placing individuals into occupational and skill training, were quickly implemented throughout the state by LWIBs and the One-Stop Career Centers. In addition to increasing the number of individuals receiving training, Recovery Act funds will provide for increased services, such as transportation assistance, books and supplies, summer job programs, and other critical support services for dislocated workers, older workers, youth, and adults.

California Recovery Task Force

On March 26, 2009, Governor Schwarzenegger announced the creation of the California Recovery Task Force. The Task Force is charged with tracking the American Recovery and Reinvestment Act (ARRA) funding coming into the state; working with President Obama's administration; helping cities, counties, non-profits, and others access the available funding; ensuring that the funding channeled through the state is spent efficiently and effectively; and maintaining a Web site that is frequently and thoroughly updated for Californians to be able to track the stimulus dollars. In order to promote state policies and priorities, provide accountability and make sure that ARRA funds are used as intended, the California Recovery Task Force has developed the following goals to guide California's recovery effort:

- Promote California's long term economic recovery through strategic implementation of ARRA funds
- Promote transparency, accountability and efficiency

"With our state's...(growing) unemployment rate, there is no better time to seize as many of the available federal economic stimulus dollars as possible to help our unemployed, put people to work, and provide tax relief to Californians."

Governor Arnold Schwarzenegger

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Transforming the Workforce System

In 2006, Governor Schwarzenegger signed into law the Workforce Training Act (Act) requiring the State Board, in collaboration with state and local partners, to develop a strategic workforce plan. In September 2008 the State Board adopted *Industry Sector Strategies* as the foundation for this plan. In meeting the requirements of the Act, the State Board has used this opportunity to go beyond the development of a traditional strategic plan, and move to the implementation of an evolving workforce development strategy – one which is responsive to the State's dynamic economy.

Sector strategies, regional collaboration, data driven planning and strong public/private partnerships have been consistent priorities of the State Board, and are reflected in the State Plan submitted to the Department of Labor as required by the Workforce Investment Act of 1998. The development of public policy, fiscal investment, and operation of all state labor exchange, workforce education, and training programs is guided by this framework. The State's vision for a well coordinated and effective workforce development system will be advanced through data driven strategic planning and the development of workforce solutions that are responsive to the demands of industry.

The State Board recognized that the work of the Economic Strategy Panel (ESP), through its California Regional Economies Project, was essential in providing local and regional partners the information needed to understand a particular region's economic climate.

Industry Clusters of Opportunity Methodology

The ESP developed the *Industry Clusters of Opportunity Methodology* which provides leaders with a clear understanding of those sectors that present the greatest opportunity in terms of potential for growth in one or more areas: value; jobs; or, wages. By using data driven analyses undertaken by regional teams, regions have access to the most relevant economic information for their area. Regional and local stakeholders can then use this information as a basis for workforce and economic strategic planning, policy development and investment decisions.

Due to their relationships with local elected officials, their board membership and established partnerships, Local Workforce Investment Boards are well positioned to convene industry and employer associations, employers, educators, and other workforce development related entities for the purpose of identifying current and future industry skill needs. Using the knowledge gained from engaging in industry cluster analysis, the regional collaborations will be positioned to align workforce activities (e.g., training, supportive services, etc.) with education and economic development strategies to meet the talent development needs of industries important to regional economies.

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During 2008-2009, California Regional Economies Project:

- Updated the Industry Clusters of Opportunity User Guide
- Provided Industry Clusters of Opportunity training sessions
- Updated the statewide and regional economic profiles
- Completed two in-depth studies.
  - *Clean Technology & the Green Economy: Growing Products, Services, Businesses & Jobs in California's Value Network;*
  - *California's Role in the Global Economy - New Context, New Opportunity,* expanding on findings from the recent studies on logistics, manufacturing and infrastructure value chains.

Learning Session on Sector Strategies

In October 2008, the State Board co-sponsored a *Learning Session on Sector Strategies* with the California EDGE (Education, Diversity, and Growth in the Economy) Campaign. More than 80 leaders participated in the day-long session – including State Board members, state officials, legislative staff, and local workforce board members – to learn about how states can support focused, comprehensive sector initiatives at the regional level.

While many Local Boards, community colleges, labor/management partnerships and community organizations in California have effectively worked in industry sectors for years, there remains a need for additional support in California to encourage this kind of collaboration at the regional level. Speakers and table discussions at the learning session explored the application of sector strategies in other states and how state-level sector strategies could be used in California.

The session featured experts on statewide sector strategies from the Corporation for a Skilled Workforce, Washington Workforce Training and Education Coordinating Board, and Workforce Development Council of Seattle-King County. They reviewed how other states are supporting regional sector work. After the presentations, the participants discussed the information provided and identified top priorities for capacity-building in table discussions.

Evaluations after the event revealed that participants found the learning session to be very valuable and particularly appreciated hearing about lessons learned from other states and regions and were eager to see more state-level support for sector strategies.

What are Sector Strategies?

Sector strategies provide an effective approach to organizing a comprehensive workforce development system that is capable of responding to market forces and demographic factors effecting businesses. Sector strategies exhibit these key elements:

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- Targets a specific industry cluster; develops a data driven, finely tuned knowledge of the interdependence between business competitiveness and the workforce needs of the targeted industries.
- Builds regionally based partnerships of employers, training providers, community organizations, and other key stakeholders around specific industries.
- Addresses the workforce needs of employers and the training, employment, and career advancement needs of workers.
- Bolsters regional economic competitiveness by aligning education, economic, and workforce development planning and leveraging of resources.
- Promotes systematic change that supports innovation and achieves ongoing benefits for industries, workers, and communities.

Examples of the elements listed above can be found throughout California's existing workforce development system. The next five sections of this annual report reflect how current practices address the key elements of sector strategies.

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Targeting a specific industry cluster; developing a data driven, finely tuned knowledge of the interdependence between business competitiveness and the workforce needs of the targeted industries

Statewide Initiatives

California Nurse Education Initiative

In May 2009, California Labor and Workforce Development Agency (LWDA) released its 3rd annual report for the California Nurse Education Initiative (NEI) – originally a 5-year, $90 million public private partnership that was announced by Governor Schwarzenegger in 2005.
The NEI focuses on expansion of nurse education capacity, faculty development, and student support services including loan forgiveness and additional funding for nursing schools.

The 2008 report details the accomplishments of the initiative from 2005 to 2008:

- **Graduates:** 9,580 RNs graduated in 2008, reflecting an increase of over 54% in RN graduates over the past four years.
- **Enrollments:** More than 23,500 students are currently enrolled in California nursing programs – reflecting a 9% increase in new student enrollments in the past four years.
- **Faculty:** 1,240 faculty members joined our schools in the past four years – reflecting 56% increase in nursing faculty for pre-licensure nursing programs.
- **Programs:** Currently 131 total RN programs in California – 23 additional (public and private) programs opened in past 4 years
- **Attrition:** Current rate is 16.1% – an improvement of 4.5% since 2004-2005. The current attrition rate maintained for past 3 years, even with major expansions
- **Retention:** Current rate is 74.2 – an improvement of 2.7% in past 4 years
- **Simulation:** 76% of the nursing programs use high fidelity simulation due to regional grants from the Governor's Nurse Education Initiative and public-private partnership expansions.

Also in May 2009, it was announced that this successful public private partnership to increase the number of nursing graduates in California will get a second five-year commitment of funding beginning in the 2009-10 academic year.

Grants totaling $60 million will focus on specialty training at the community colleges and faculty education at the California State Universities and University of California nursing programs, as well as continued baccalaureate and master's degree programs in nursing. Funding for the partnership will include $6 million each year for five years from the Governor's discretionary Workforce Investment Act funds with matching funds provided by partners in health care and education.

"We applaud Governor Schwarzenegger's foresight in continuing to invest in nursing education. Nursing is still a critical shortage and we must remain focused on educating the next generation of highly skilled nurses in California."

Duane Dauner, CEO
California Hospital Association

Allied Health Initiative

In April 2009, Governor Arnold Schwarzenegger announced his Allied Health Initiative - a $32 million public-private partnership aimed at reducing California's critical health care worker shortage by adding thousands of additional

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professionals to California's hospitals and health care facilities over the next three years. This partnership is being led by the Labor and Workforce Development Agency and includes several state agencies, the California Community Colleges, along with the University of California and California State University systems, and the California Hospital Association and its member teaching hospitals.

According to a Health Workforce Solutions study, more than 60 percent of the health occupations in California are in allied health and are already experiencing shortages. According to the most recent employment numbers available from the California Labor Market Information Division and Federal Bureau of Labor Statistics, California has only 73 percent of the pharmacists, 65 percent of the Medical Lab Technologists, and 62 percent of the Radiation Technologists /Technicians needed to meet the national average of healthcare workers per 100,000 in population. In spite of the economic downturn, the health care industry continues to grow in California, adding more than 27,000 jobs between February 2008 and February 2009.

By the year 2030, more than one million Californians will be 85 years of age or older which will increase the demand for health care services. As California's population continues to age, more and more workers – including healthcare workers – are beginning to retire at a faster rate. The California Labor and Workforce Development Agency and the Employment Development Department workforce projections include the need to educate over 206,000 additional healthcare professionals by 2014.

With this Initiative, regional industry and education leaders will work together to develop effective allied health partnerships. Funding for the three-year program consists of $16 million from the state, including $8 million federal Workforce Investment Act funding and $8 million Recovery Act funding. Private partners, such as schools and hospitals, will provide $16 million in matching funds or in-kind contributions.

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"The health care industry is one of the bright spots in our economy continuing to add jobs, and still our hospitals and community clinics struggle with massive shortages because our colleges and medical training program can't keep pace with the rising demand. This public-private partnership will expand the number of pharmacists, lab technicians, imaging specialists and more - giving thousands of Californians the opportunity to pursue their dreams while making our state a healthier place to live."

Governor Schwarzenegger

Regional/Local Initiatives

Industry Summit Series – Orange County, Anaheim & Santa Ana WIBs

The needs of businesses vary from industry to industry and it is crucial the workforce system not only fully understand these differences but also respond appropriately to them. The Orange County, Anaheim and Santa Ana Workforce Investment Boards (WIBs) understood the importance of creating a demand-driven system and together presented the *"Industry Summit Series"* as a significant step towards identifying the unique

needs of various industries, and then strategizing how the workforce system can best meet those needs throughout the Orange County region. The Summit Series sought to resolve the current disconnect between the types of training opportunities that are currently available and those actually needed by industry. Assisted by BW Research Partnership and the Orange County Business Council the Local WIBS convened four separate Summits, each focusing on a different targeted industry or issue.

- *Healthcare Industry* – Building upon the research done through the Orange County Healthcare Industry Report and the work of the Orange County Healthcare Collaborative
- *Computer Science Industry* – Building upon the results from the Orange County Workforce Investment Board's (OCWIB) "Computer Cluster Collaborative" (C3) project
- *Energy/ Environmental Industry*
- *Orange County Workforce Summit and Conference* – Feedback gained from the other three (3) Summits will maximize the success of this broader-based Summit
- Presentations and findings from these summits, as well as related labor market reports, have been made available at the *Orange County WIB*

Diesel Technician/Mechanic Training Program – San Bernardino County Workforce Investment Board

The transportation industry is critical to San Bernardino County's economy, and suffers from an ongoing shortage of skilled workers. Diesel mechanics are in especially high demand among employers, as the industry has lost many of its most highly skilled mechanics to retirement.

In an effort to meet employer needs and respond to the industry shortage, the San Bernardino County Workforce Investment Board (WIB) and the Department of Workforce Development (WDD) collaborated with the San Bernardino Community College District to create a program which would train residents for jobs as diesel mechanics. The WIB contributed $20,000 to the program and managed the recruitment of 20 eligible residents for the training program.

The Diesel Technician Program consisted of a series of training courses at San Bernardino Valley College. These courses prepared students for entry-level employment within the heavy-duty vehicle maintenance industry. The program also provided participants with the opportunity to meet potential employers and set up interviews. Upon completion of the program, participants received Diesel Mechanic Certification.

All training and supportive services were paid in full by the WDD. As an incentive, all trainees providing proof of employment after completing the course received a tool kit valued at approximately $522.

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To date, two sessions have been offered with a total of 27 trainees – completing the program. Of those, 12 residents obtained employment as entry-level diesel mechanics. In addition, eight residents continued their diesel mechanic certification by enrolling in the two-year program at San Bernardino Valley College.

PowerPathway™ Bridge to Utility Worker Program – Fresno Workforce Investment Board

The Fresno Workforce Investment Board (FCWIB) is always looking for new ways to create a qualified workforce. Through customized training opportunities for job seekers and strong relationships with community organizations, they have developed successful programs that benefit both employers and job seekers.

FCWIB found a new channel to build a better-skilled workforce by partnering with PG&E's PowerPathway program.

As one of California's major public utilities delivering gas and electricity to approximately 15 million Californians, PG&E was concerned about the dramatic shift in their workforce. They found:

- The median age at PG&E is 46 years of age with 17 years of tenure
- 42% of employees will become eligible to retire over the next 5 years
- 4-12 years of apprenticeship training are needed to bring employees to journey-level status
- The demand for skilled craft workers is great and growing
- The green energy economy will require some of the same skill sets currently needed, as well as training on new technology and practices
- It was essential to collectively focus resources and efforts to create the local talent pool
- Outreach, training, hiring and up-skilling must be comprehensive and factor in the diversity of California's population
- Programs should deliver the right people with the right skills into business at the right time

The Power Pathways program is designed to prepare and train individuals for high-wage and high-demand positions with PG&E and throughout the energy industry. In developing the program, PG&E was involved in designing the pre-screening process with the FCWIB, curriculum development with the Fresno City College and final selection of candidates for training using the standard hiring process. Fresno City College, in addition to curriculum development, was the training provider for the program.

The comprehensive curriculum includes technical and job specific skills and knowledge, test preparation and math and reading skills, behavioral based skills (soft skills) and physical training.

With a 92 percent attendance rate, the class of 26 participants successfully completed the training program and secured high-wage positions with PG&E in Fresno, Madera, Bakersfield and parts of the Bay Area.

Additional *Bridge to Utility Worker* programs were also implemented at College of San Mateo (San Mateo County) and Laney College (Alameda County).

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Building regionally based partnerships of employers, training providers, community organizations, and other key stakeholders around specific industries

Networks in Workforce Development: Relationships Among Workforce Investment Boards, Local Partners, State Agencies, and the Role of the Workforce Innovation in Regional Economic Development (WIRED) Grants

In February 2006, The California Space Authority (CSA) was selected to lead a US Department of Labor Workforce Innovation in Regional Economic Development (WIRED) grant designed to strengthen worker training programs and create new jobs. The project, called "The California Innovation Corridor", focused on three key objectives:

- Build and Support Sustainable Entrepreneurship
- Support Industrial Rejuvenation for Manufacturing Value Chain and Supplier Competitiveness
- Develop Technical Talent

A report *Networks in Workforce Development: Relationships Among Workforce Investment Boards, Local Partners, State Agencies, and the Role of the WIRED Grant* was completed in November 2008. The report represents an effort to describe the growing network of Local Workforce Investments Boards (WIBs), their local partners and state partners and indentify which were strengthened, in part, through the CSA's WIRED project. Some of the aspects studied in the report were:

- How local WIBs network with each other
- How local WIBs network with local partners
- How local WIBs network with state agencies

The researchers surveyed all 49 WIBs using an on-line questionnaire designed to assess the behaviors and relationships within three populations:

- WIBs
- Local partners
- State agencies (The WIRED projects were included in this category)

Based on the findings of surveys, the following conclusions were drawn:

- Strong informal collaborative regional networks of WIBs have developed with California's Workforce Investment Act (WIA) system
- Some WIBs play a valuable "boundary spanning" role connecting regional networks
- WIBS have developed strong local networks with partner agencies but ties vary substantially by WIB and the local partner
- Collaborative relationships between WIBs and local partners have increased dramatically over the last 3 years
- WIRED partners (both funded and unfunded) appear to work more actively with state agencies and local partners

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Addressing the workforce needs of employers and the training, employment, and career advancement needs of workers

Diversifying the Health Care Workforce – California Workforce Association

In February 2009, the California Workforce Association (CWA) received a $345,000 from The California Endowment, a private, statewide health foundation. The funds will be used to award grants to five local Workforce Investment Boards (CWBs) for the development of a regional strategic plan to increase the diversity of California's health care workforce.

The downturn in the U.S. economy has only exacerbated the issue of shortages of diverse health care professionals in California. Through these grants strategies will be developed to increase the number of minorities entering the healthcare industry in the funded regions.

In addition to providing funding in these 5 regions, the CWA will provide technical assistance, identify promising practices and share lessons learned. The information will then be incorporated into a combination of written reports, wikis and web sites, as well as a "toolkit" aimed at helping other (CWBs) in their regions diversify their health care workforce. The information will also be shared at conferences and through CWA's network of partners.

The CWA is a non-profit membership organization that develops public policy strategies and builds local capacity to address critical workforce issues. CWA represents the 49 Workforce Investment Boards, over 200 One-Stop Career Centers and other workforce development partners in California.

City Build – San Francisco Workforce Investment Board

In the three short years since CityBuild, a program that combines workforce training and job placement for City-sponsored construction projects, was launched there is much to celebrate. In February 2009, CityBuild achieved a major milestone – the placement of 1,000 economically disadvantaged San Francisco residents into employment. That number continues to rise.

CityBuild Academy (CBA), the workforce training arm of CityBuild, is a 12-week, highly structured pre-apprenticeship program with hands-on and state-of-the-art classroom training designed to prepare San Francisco residents for various skilled trades and jobs in today's construction industry.

On April 21, 2009, CBA celebrated another success when 48 trainees graduated from its 8th pre-apprenticeship construction class, bringing its total to 328 academy graduates to date. In addition, the class was also one of the most diverse ever and represented the first class to benefit from CityBuild's new Vocational English as a Second Language (VESL) project in conjunction with City College.

CityBuild graduates have garnered wages between $13.72 and $29.68 per hour plus benefits, with the hourly wage averaging between $17 and $18 per hour. This compares favorably with San Francisco's own living wage standard for all City contractors, currently set at $10.77 per hour.

While the economy has slowed and the number of unemployed has risen, CityBuild plans to continue its pre-apprentice academy. Given the economic slowdown and the number of current union members out of work, the size of future classes will be reduced. In addition, to support past CityBuild graduates who may be out of work, CityBuild will begin providing skills upgrade training to help past graduates improve their skills and gain additional certifications.

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Veterans Employment Related Assistance Program

More than 1,200 former service men and women in California, many of them returning from Iraq and Afghanistan, will receive help in transferring their military skills to good civilian jobs through $5.4 million in Workforce Investment Act (WIA) funds. These funds will support programs which focus primarily on recently discharged veterans, helping them return to civilian life after their sacrifice and service.

Military personnel often do not understand how their service experience may relate to private sector employment. The grants will focus on identifying transferable skills learned in the military and relating them to career pathways in industries that offer livable wages, benefits and career advancement opportunities. Veterans can expect to receive a wide variety of training in fields such as health care, emergency medical technology, construction, security, law enforcement, and computer services.

In addition to recently separated veterans, veterans who served on active duty in the armed forces during a war or in a campaign and those with service-connected disabilities or having significant barriers to employment and their eligible spouses will receive services.

These grants were awarded to six local entities using Workforce Investment Act funds, including approximately $2.7 million of the Governor's Discretionary 15 Percent funds and $2.7 million of dislocated worker 25 Percent Additional Assistance funds.

One of the grantees, WestCare California, Inc., will receive $998,008 to provide services to 200 veterans in the San Joaquin Valley who face employment barriers, including depression, substance abuse, mental health issues, anxiety, post traumatic stress disorder (PTSD), lack of transportation and homelessness.

Recipients of the job grants designated to help veterans include:

- Imperial Valley Regional Occupation Program – Imperial County
- Marin Services for Women – Marin County
- Managed Career Solutions, Inc. – Los Angeles County
- Swords to Plowshares – San Francisco County
- Los Angeles Works – Los Angeles County
- WestCare California – Fresno County

"We are opening the way to a successful future in civilian life to those who volunteered to serve our nation. The grants offer employment training as well as counseling and mental health assistance to help veterans transition smoothly into new jobs with good wages."

Patrick Henning, Director
Employment Development Department

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Rural Northern California – Dislocated Worker Grants

In February 2009, $3.45 million from the Governor's 25 percent portion of Dislocated Worker Funds from Title I of the federal Workforce Investment Act was awarded to help 755 laid-off workers in rural northern California find new jobs in growing industries.

The grants include:

- A $2 million grant awarded to the Northern Rural Training and Employment Consortium (NoRTEC), an agency that serves Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity counties
- A $950,000 grant awarded to the North Central Counties Consortium (NCCC) serving Colusa, Glenn, Lake, Sutter and Yuba counties
- A $500,000 grant awarded to the Humboldt County Workforce Investment Board (WIB)

Participants will receive on-the-job vocational and short term training in occupations in advance manufacturing, agribusiness and agricultural technology, construction technology, green building and waste management, health care, information technology, law enforcement, truck driving and diesel and auto mechanics.

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Bolstering regional economic competitiveness by aligning education, economic and workforce development planning and leveraging of resources

Humboldt County Workforce Investment Board – Regional Prosperity on the Redwood Coast

The Humboldt County Workforce Investment Board dug into identifying the skill and education levels needed to supply workers for the Targets of Opportunity industries identified in their 2007 report. The *Occupations of Opportunity* report followed, and together, these reports have provided guidance and supportive research for the following projects:

- *Redwood Coast Training for Opportunity Project* – The Department of Labor funded a grant for $2 million to create 12 new certificate programs to provide training identified in the targets to the local workforce
- *Diversified Healthcare Strategic Planning Project* – California Workforce Association and the State of California's Community Development Block grant program have funded a strategic plan to help implement solutions to the unique barriers the rural Redwood Coast region faces in the evolving healthcare industry
- *StepUP for Youth Jobs Program* – With funding from local partners in probation and social services, combined with ARRA summer youth funds, StepUP connected 300 youth with summer jobs, internships and career education in the Targets of Opportunity industries
- *Targets in the Classroom* – The Humboldt County Youth Council and local K-12 are developing curriculum that connects youth to Targets of Opportunity industries in age-appropriate ways.
- *Humboldt County Branding Project* – With direction from business leaders and cutting-edge marketing expertise, economic development staff are stamping out a regional brand that will stimulate customers to buy local products in one of the Redwood Region's fastest growing Targets of Opportunity: Specialty Food, Flowers & Beverages…their pursuit of happiness cluster
- *Direct to Consumer Marketing Project* – This project will bring in expertise and teach Niche Manufacturing businesses how to design and implement an effective direct to consumer marketing program
- *Redwood Coast Regional Prosperity Network* – An update of the Comprehensive Economic Development Strategy to reflect Targets and Occupations reports data and to further develop the regional collaboration around economic and workforce development infrastructure and strategies
- *IDEO Economic Summit* – Prosperity Network partner organizations are collaborating to host a multi-day training using the tools and processes developed by IDEO, the leading design company, and utilize their Human-Centered Design methodology to design and deliver a summit series for business in the region

Further information is available at *www.NorthCoastProsperity.com.*

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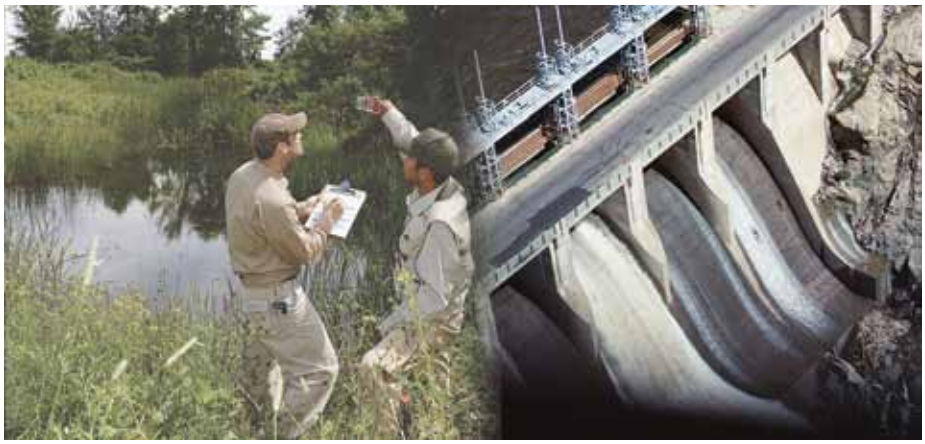

Accelerating Renewable Energy Development in Northern California

In January 2007, the Northern California Regional Competitiveness Network (Network) was selected as a U.S. Department of Labor (DOL) Workforce Innovation in Regional Economic Development (WIRED) "2nd Generation Region". The Network includes three workforce investment areas (NoRTEC, NCCC and Humboldt) covering seventeen counties in Northern California. Initially, the Network received an investment of $500,000 to develop a comprehensive plan for the region and an additional $5.1 million after the plan was approved.

On December 4, 2008, the Network co-hosted with Northern Regional Training & Employment Consortium (NoRTEC) and North Central Counties Consortium (NCCC) the Accelerating Renewable Energy Development in Northern California forum. Sponsors for the forum included the California Labor and Workforce Agency, California Lt. Governor's Office, U.S. Dept. of Agriculture, U.S. Economic Development Administration and DOL.

The forum was designed to bring together economic development, workforce development, local elected officials, California representatives, federal representatives, education and private sector experts to discuss opportunities and obstacles in the Renewable Energy field including solar, solar thermal, wind, geothermal, biomass, hydroelectric, conservation and bio-fuels.

Over 230 people attended the forum and the information presented has been used to better understand the marketplace, how begin creating new jobs and investment in the regional economy and to work collaboratively to increase the North State's competitive advantage for attracting and expanding renewable energy.

Since the forum, the Network accomplished the following:

- Formed a CEO Advisory Council to formulate a focused initiative based on business needs that will generate investment in the economy and new job creation
- Updated the *www.energynorthstate.com* website to serve as a resource website for the initiative
- Prepared a Renewable Resource Inventory (conducted by California State University, Chico)
- Developed 14 new curriculums around green building trades through five Community Colleges. An example of curriculum development is the Certified Green Building Professional program. This program consists of three courses:
  - Green Building Technology and Practices
  - Energy Efficiency and Renewable Energy Systems.
  - Green Building & LEED Certification
- Prepared an in-depth Labor Market analysis
- Held workshops in 28 rural cities throughout the region on developing weatherization programs
- In the process of building a facility in Oroville that will house new "Green" training, in partnership with the Butte Community College, the Regional Occupational Program, the Adult School and three businesses involved in specialty green product lines

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Promoting systematic change that supports innovation and achieves ongoing benefits for industries, workers, and communities

Statewide Initiative

One-Stop Integration

In an effort to improve its workforce system, California is exploring ways to restructure its service delivery. In July 2008, California implemented the Integrated Service Delivery Model (ISD) through 12 Local Area "learning labs". The model creates a common pool of co-enrolled customers composed of adult and dislocated workers, Wagner-Peyser, long term unemployed, Veterans, migrant seasonal farm workers and Trade and Globalization Adjustment Assistance Act of 2009 (TGAAA). A common set of services are available to all customers through a common customer flow that shares resources and staff. This new design will ensure that services and training delivered in a One-Stop Career Center are aligned with current local and regional labor market requirements. As a result, each One-Stop Career Center customer benefits from a common set of value added services designed to increase their employability and their chances of retaining employment and advancing on the job. This model provides a basic level of uniformity throughout the statewide One-Stop Career Center System.

Three new learning labs will join the experiment in July 2009. The State has issued a draft integrated service delivery policy with broad parameters to guide local integrated service delivery. In addition, the State has released two draft directives for public comment related to the learning lab models.

The One-Stop Career Centers participating in the pilot have reported a significant increase in the number of customers served and increased customer satisfaction with the services received.

Regional/Local Initiatives

Workforce Collaborative of California's Central Coast

The Workforce Investment Boards of Monterey, San Luis Obispo, Santa Barbara, and Ventura Counties established the Workforce Collaborative of California's Central Coast (WCCCC) to provide cooperative and mutually-beneficial relationships to strengthen workforce and economic development on California's Central Coast.

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"Verizon has long been aware of the digital divide and we are hopeful that by making this technology resource available to the Long Beach community at the CIC, that the divide will be eliminated for some. Through collaboration and customer engagement, this new Clubhouse project provides the technology and instruction that can transform massive amounts of information into relevant workforce knowledge and skills for Long Beach area residents and businesses."

Mike Murray, Government & External Affairs Director Verizon

To meet this goal, the WCCCC developed the following strategies:

- Focus on shared priorities: allied health; green-related jobs; hospitality
- Strategically align and leverage opportunities for WIA and non-WIA funding
- Leverage local area financial and staffing resources to apply and compete for funding as a region
- Commit to regional strategies and collaboration for workforce and economic development
- Demonstrate regional need, focused action plans, and compelling demographics
- Be prepared to align and leverage the resources of multiple partners to complement grant-related efforts

The first sector being addressed by WCCCC is health care. The WCCCC made a presentation on its healthcare initiative at the California Hospital Association conference and collaborated on two grant proposals.

Network Career Transition Center – Pacific Gateway Workforce Investment

In October 2008, through a Verizon-funded grant, and in partnership with California State University Long Beach (CSULB), and the Pacific Gateway Workforce Investment Network, the Verizon Community Information Clubhouse (CIC) opened to the public at the Career Transition Center in Long Beach. The Verizon CIC will be used by workers seeking a mid-career change, by incumbent workers to increase their business and research knowledge, and by unemployed workers to improve their skills and conduct job searches.

The timely opening of the CIC supports workers who are making career transitions by providing the technology resources and training necessary for them to acquire additional computer skills and conduct online research of various career pathways.

In alignment with the Network's employment assistance services, job seeking or career transitioning customers will be able to use the CIC for job search assistance, labor market information, Network web-based training and other workshops, and clerical testing and certification.

The University, the College of Business Administration, and the Center for Information Strategies and Technologies (CIST) were very excited about this opportunity to assist mid-career changers, incumbent workers, and the unemployed to expand their career options through enhanced technology and skills development. In November 2009, their instructors will begin teaching a four-week series, Business & Technology Knowledge and Skills at the CIC.

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YOUTH

With the widely discussed aging of the workforce, it is critical that California's workers, and future workers, are prepared for the jobs that will make up the California economy. Development of new products, services and markets is essential if businesses are to remain competitive. The workforce development and educational institutions must prepare the workforce talent needed by innovative businesses that are competing in a progressively intense marketplace. Access to a well-trained, highly skilled and flexible workforce is essential. This heightens the need to ensure that all youth are engaged in education and training which will lead to economic independence. It is even more critical that those youth considered at risk be given opportunities to prepare for jobs in this new economy.

Green Job Corps

On March 16, 2009 Governor Arnold Schwarzenegger launched the California Green Jobs Corps, housed under CaliforniaVolunteers. This project continues his commitment to reviving California's economy while assisting at-risk young people develop job skills for the emerging green economy. The Employment Development Department (EDD) and CaliforniaVolunteers partnered to include a unique community service component to this initiative. CaliforniaVolunteers is the state office that manages programs and initiatives to increase the number of Californians involved in service and volunteering.

This initiative will train at-risk youth for technical, construction and other skilled jobs in the eco-friendly industries that are expected to help fuel economic recovery. Green Jobs Corps recruits will be expected to continue their education and contribute to their communities through community service activities while receiving job training and assistance with job placement.

$10 million in American Recovery and Reinvestment Act (ARRA), Workforce Investment Act, Governor's Discretionary 15 Percent funds will be coupled with an additional $10 million leveraged from public-private partnerships. Over a 20 month period eleven regional programs funded under the initiative will provide green jobs opportunities for 1,500 at-risk youth aged 16-24. Participants will receive career training in energy/ utilities efficiency and sustainability, green construction, green waste, agricultural and natural resources, solar power and alternative automotive fuel.

Youth will also participate in community service activities, including weatherization outreach and assistance to senior housing facilities. They will work with Habitat

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for Humanity to build low-cost, energy-efficient homes for low-income families, and with Project Restoration to recycle computers and rebuild them for nonprofit use.

Regions that applied for and received Green Job Corps Recovery Act grants include:

- Workforce Institute, San Jose/Evergreen Community College District – Santa Clara County
- Northern Rural Training and Employment Consortium – Butte County
- Sacramento Employment and Training Agency – Sacramento County
- Peralta Community College District – Alameda County
- San Mateo County
- Orange County
- Long Beach City – Los Angeles County
- City College of San Francisco – San Francisco County
- Shasta-Tehama-Trinity Joint Community College District (Shasta College) – Shasta
- Los Angeles Community College District – Los Angeles County
- Merced County

"...the California Green Jobs Corps will help 1,500 at-risk young adults realize a brighter future while stimulating our economy and working toward a greener California."

Governor Schwarzenegger

California Gang Reduction Intervention and Prevention Initiative (CalGRIP)

More than $5.4 million was awarded through competitive grants to several projects throughout California, providing job training and education programs targeting youth at risk of joining gangs or seeking to leave gangs. These programs are part of Governor Schwarzenegger's California Gang Reduction, Intervention and Prevention initiative (CalGRIP).

In an effort to combat gang violence, Youth aged 14-24 will receive a broad range of services, including mental health services, gang counseling, educational skills for high school graduation or GED, occupational training in business services, biotech areas and green industry apprenticeships.

Training will be provided for high-growth occupations in fields such as weatherization, construction, masonry, concrete and landscaping, e-waste collections and conservation and energy efficiency education.

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It's estimated that more than 900 clients will benefit from these coordinated services over a 24-month period.

Funding for these programs is from the Governor's 15 percent Discretionary Workforce Investment Act (WIA) funds.

Awardees:

- Able-Disabled Advocacy, Inc. - San Diego County
- Foothill Employment and Training Consortium - Los Angeles County
- Fresno County Conservation Corps – Fresno County
- Los Angeles Community College District - Los Angeles County
- Los Angeles Conservation Corps - Los Angeles County
- Monterey County
- Oakland Private Industry Council - Alameda County
- Sacramento Employment Training Agency - Sacramento County
- San Diego Imperial Counties Labor Council - San Diego County
- San Jose Conservation Corps - Santa Clara County
- SELACO Workforce Investment Board - Los Angeles County

"California continues to experience gang-related crime, and these grants provide at-risk youth positive alternatives to gang-involvement. The grants will assist anti-gang efforts in many of our communities by helping youth develop life-long skills leading to economic self-sufficiency."

Doug Hoffner, Acting Secretary
Labor and Workforce Development Agency

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Cal Grip in Action – Fresno Local Conservation Corps

Reflecting on the life he thought he was destined to live and what he has achieved since his time behind bars, 21year old Arthur Jacuinde grins and says "I saw myself going nowhere, doing nothing and now…I'm doing all of these great things with my life.

A corpsmember at Fresno' County's Local Conservation Corps (LCC) the former gang member has worked tirelessly to turn his life around. Institutionalized at the tender age of 17 for assault with a deadly weapon with a gang enhancement, Arthur quickly realized that some aspects of his life needed to change. Arthur enrolled in LCC's YouthBuild program. After successful completion of the YouthBuild program, during which he earned his high school diploma, he signed up for LCC's California Gang Reduction, Intervention and Prevention Program at the advice of his parole officer.

Arthur has been a delegate at Green for All's National Young Leaders Conference and part of a program where he interviews other corpsmembers, encouraging them to share their life stories and discuss larger issues, raising awareness. But this was only the beginning for this determined young man. From a pool of 26,000 corpsmembers nationally, Arthur was selected as one of six honored as The Corps Network's 2009 Corpsmember of the Year. He was honored during the Annual Corps Forum in February 2009 in Washington, DC. This was an amazing opportunity because his Parole Officer had to agree to let him leave the state to receive the award.

Arthur was also recognized by the California Department of Corrections and Rehabilitation Division of Parole Operations as Northern California Outstanding Parolee for his commitment to change and achieve success.

Arthur dreams of one day becoming a firefighter. He is currently on the waiting list for the Fire Academy at Fresno City College. Arthur says, "I realize now that nothing is impossible . . . even though I cannot change my past, I am in total control of my future."

California State Youth Vision Team

The State Youth Vision Team (SYVT) was established in December 2004 to explore strategies for incorporating the Department of Labor's (DOL) vision for at-risk youth. Currently, the SYVT acts as a state intermediary, connecting partners/stakeholders, and supporting local youth councils and youth service providers in serving California's most vulnerable and disconnected youth.

During FY 2008-2009 the SYVT, with the technical assistance of Region 6 Department of Labor Youth Federal Program Officers, met to assess the current status of youth programs in California and collaborate with state agency partners to begin to develop a common goal for youth services.

In an effort to provide technical assistance and support to local workforce investment areas, the SYVT developed a Government Youth Services Matrix. The matrix provides information about youth programs funded through partner state agencies, and how local providers can access their program services. Additionally, the SYVT initiated planning for five regional forums which will take place in the spring of 2010. The forum agenda is centered on the theme, "Passport to Independence," which focuses on access to services and the necessary supports to assist youth as they successfully transition into adult life.

Each year the California Workforce Investment Board (State Board) participates in the California Workforce Association statewide Youth Conference by conducting a workshop on youth transition services aimed at youth and youth service providers.

State Board staff continues to participate in various state agency youth transition groups such as, the Department of Social Services Foster Youth Employment, Training, Housing and Education Task Force, the Youth Leadership Forum for youth with disabilities, the State Interagency Team, and The Child Welfare Council sub-committees.

ARRA Youth Program

Over 43,000 young people participated in California Youth@ Work during the summer of 2009. Summer youth program enrollments began in earnest in late April of 2009 as funding from the ARRA

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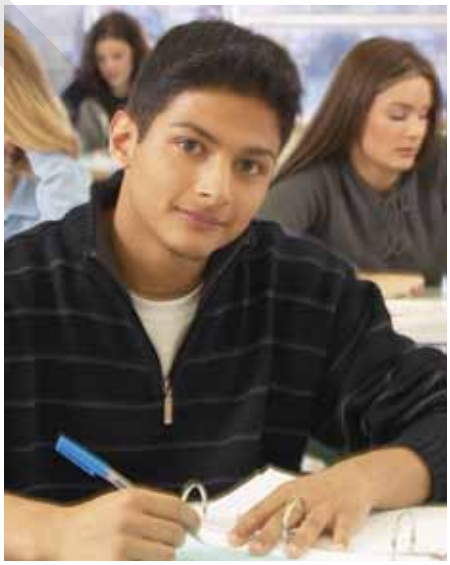
allowed local areas to launch youth employment programs for the first time in over 10 years. Low income youth ages 14-24 benefited from a variety of employment experiences through this program. In addition to serving low income youth, a majority of local WIBs prioritized provision of services to youth who are in the foster care system, or involved in the juvenile justice system.

The earliest programs rolled out April 30, 2009 (Los Angeles County) and May 1, 2009 (San Bernardino County). Most local areas began their programs when the academic year concluded in late May/early June and ended by September 30, 2009. Programs typically lasted 6-8 weeks.

Over the summer, youth participants learned how to search for a job, appropriate workplace behavior, technical skills, and gained work experience in paid positions.

Local areas incorporated green work experience into their programs. Youth had the opportunity to work in jobs related to energy efficiency, weatherization in low income and senior housing, retro-fitting and water conservation. Environmental stewardship was a topic of focus, with many projects involving recycling; trail, stream, and forest restoration; and community gardening. Solar panel installation and technology was also at the forefront of green work experiences that were available to youth during the summer.



Partnerships with water districts and power utilities (PG&E; Sempra Energy) trained youth for tomorrow's utility sector jobs. Local hospitals in several counties provided education and work experience in health related fields. 300 youth were employed by the San Diego Transit District to serve as Compass Card Ambassadors, training the public on how to use a new swipe card fare system.

California received $158.6 million to provide Workforce Investment Act youth services through September 2011.

Sustainable Green Construction Curriculum Project

In support of the Governor's Green Economy Initiatives, the State Board entered into a partnership with the California Department of Education.

The resulting Green Building Project creates a partnership between education and the building trade industry. The goal of the project is to train educators at the middle school, high school and community college level in "green building" construction techniques. Through this training, educators will develop green building programs or redesign current construction programs. This project will increase the number of educators knowledgeable in green building systems, techniques and processes, and allow students to benefit from training that will prepare them to compete for jobs related to green building systems installation and retrofit construction projects.

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During 2008-2009, the project:

- Convened a Green Sustainable Education Task Force to discuss and plan activities for the Sustainable Green Construction Curriculum Project. The taskforce included educators, industry leaders, California Department of Education staff and State Board staff.
- Held a 3-day curriculum development workshop at the Los Angeles Trade-Technical College. Workshop attendees included educators from middle schools, high schools, and community colleges. Educators received information on current green construction practices and trends. As a result of the workshop, curriculum and lesson plans for green construction were developed for middle, high school and community college classrooms. The curriculum and lessons plans will be placed on the project website at a later date.

Hire LA's Youth

The Los Angeles City Workforce Investment Board, (WIB) is on the forefront of the citywide campaign to "Hire LA's Youth."

Board members, many from industry and business, are finding jobs for young people. Among them is Vicki Bittle, a WIB member since 2000, and an executive with Kaiser Permanente (KP). The hospital has a high school student summer internship program called "Learn About Unlimited New Careers in Healthcare" (L.A.U.N.C.H.). This program has been in place since 1968. Until 2008 it had never connected with the Mayor's Hire LA's Youth. The KP program provides underserved high school students meaningful employment experiences in the health care field. Ms. Bittle made the KP program director aware of the highly motivated young people available through Hire LA's Youth. This partnership resulted in fourteen "Hire LA's Youth" participants being hired for the 20 internship slots available.

The internships provide youth the opportunity to participate in educational sessions and motivational workshops in addition to their work assignments. Some of the workshop topics include: dress for success, how to make great first impressions, resume and cover letter writing, interview skills, how to be a successful employee and business ethics and compliance.

"According to Kathleen McIntire, who coordinates the L.A.U.N.C.H. Summer Youth Employment Program at KP's Los Angeles Medical Center in Hollywood, the Hire LA's Youth kids are doing "great." One student observed an open-heart surgery while another was able to watch a stent be put into a patient's heart valve. All of the students have expressed an interest in working in the field of medicine based on their KP experiences.

Kaiser Permanente's program meets the Mayor's goal with Hire LA's Youth because it gives young people a first job and a look at what the world of work is all about. This summer success story was made possible because of the involvement of a private industry representative on a local workforce investment board.

RAMP – San Francisco Workforce Investment Board

On April 24, 2009 twelve young men and women graduated from the first RAMP-SF Academy. RAMP-SF Academy (Reconnecting All through Multiple Pathways) is a gateway to positive employment and educational opportunities for San Francisco's hard-to-serve and disconnected young adults.

The Academy consists of a daily, six-week curriculum, in two locations. The Office of Economic and Workforce Development has partnered with Goodwill Industries, San Francisco Conservation Corps, and Rubicon Programs Inc. to implement RAMP-SF.

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LOOKING AHEAD

The program reaches young people ages 18-24 who haven't experienced success in education or workforce programs. Through intensive job readiness training, coaching and support these youth are reconnected to education and put on a positive path. Seven of the graduates will be continuing their training and education through the San Francisco Conservation Corps, while three will be moving to Goodwill Industries Retail Training Program. Fifty new youth started RAMP in May 2009. Program year 2008-09 presented California with challenges it has not seen for decades. The rising unemployment rate and continued dislocation of workers from employment surpasses that which was seen in the mid-eighties when the aerospace industry down-sized. With much of the economic downturn initially focused in the financial and mortgage industries, our state took a large share of the first job losses characteristic of this recession. Declines in residential and commercial construction, retail sales, warehousing and logistics operations have all taken their toll. Multiple years of below average rainfall have placed agri-business and urban areas under stress. Even as the state faces unprecedented challenges, we also know that California possesses the entrepreneurial spirit needed to again realize economic growth.

California's workforce development system (System) must ensure that it is organized to support the states businesses and workers as we move forward to reestablishing a thriving economy. The System must transition and position workers to replace retirees and skill individuals for jobs which will be created by emerging sectors. As demonstrated by this annual report, the System has a strong foundation upon which to build the solutions industries and Californian's need. In keeping with the State Board's focus on sector strategies as the foundation for economic prosperity, workforce development initiatives will be aligned with recognized practices, building sector based, regionally coordinated solutions that make the best use of local partners and resources. In part, the State Board will be placing greater emphasis on the following as it moves forward:

- Data driven planning, under standing economic and labor market trends to guide plan ning, investments, and pro gram design;
- The building of regional collaborative capacity to fully address the needs of a rapidly shifting economy; and
- The ability of the public workforce system to innovate and to develop new ways to respond to the changes facing California in a comprehensive manner through broad and deep partnerships.

To illustrate this focus, the State Board is embarking on its first comprehensive sector initiative with a focus on the Clean and Green economy. Beginning in February of 2009, with the convening of the **Green Collar Jobs Council**, the State Board began setting the stage for what will be the California Green Workforce Initiative (CGWI).

Green Economy

California has a tradition of innovation in areas as diverse as information technology, biotechnology, agriculture, entertainment, communications, and energy. In each of these areas, the State has helped drive waves of innovation, with each wave providing the basis and momentum for successive periods of economic

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growth. California has consistently benefited from breakthroughs that have improved our quality of life, economic vitality and have been central to its enviable global economic status. This tradition of innovation is crucial not only to California's economic recovery, but to that of the Nation.

Over the years, California has established itself as a leader in innovative environmental public policy. Responding to the energy crisis in the 1970s, Californians set off down a path toward improving energy efficiency – demonstrating that decreasing energy consumption can be achieved while also growing the economy. Most recently, the enactment of the California Global Warming Solutions Act (AB 32) and the Alternative and Renewable Fuel and Vehicle Technology Program (AB 118) have demonstrated that California is a national and global leader in combining advances in public policy and private sector innovation to enhance both environmental quality and economic growth. With the venture capital community heavily investing in a range of clean technologies, state leaders know that policy decisions along with new investments signal transformation for the entire California economy.

In March of 2008, California's Economic Strategy Panel (Panel) published a report entitled *Clean Technology and the Green Economy: Growing Products, Services, Businesses and Jobs in California's Value Network.* The report's primary objective is to help define and address the inherit issues that are evolving in California's green economy.

The Panel asserts that new discoveries and demand for green technologies are fueling the expansion of business activities across the entire economy. This assertion is critical to how green occupations are understood and defined. The Panel discussed the greening of California's economy not as the development of new and unfamiliar industries, but rather the transformation of familiar industries within the existing economy as they begin to "make more efficient and sustainable use of our limited natural resources".

During this economic transformation California will need to support the transition of traditional businesses and workers in industries which may be adversely affected by policies enacted to mitigate global warming trends. Just as there is interest in understanding and developing effective strategies to meet the needs of emerging businesses and develop skilled workers for the jobs they will create, there is recognition that the competitiveness of traditional businesses may be at risk. As new environmental regulations are implemented it will be critical to design strategies to retain, re-equip, and re-train these traditional economic drivers in order to retain the job base they represent, and to bolster their opportunities for participation in this economic transformation. Industries require a workforce that is able to function in a workplace that is technologically advanced and innovative.

Green Economy Survey

In May 2009, the California Employment Development Department Labor Market Information Division launched the Green Economy Survey in collaboration with the Labor and Workforce Development Agency, Economic Strategy Panel, California Workforce Investment Board, Air Resources Board, Community Colleges Centers of Excellence, and the California Energy Commission.

Survey Objectives:

- Obtain an estimate of the current number of green jobs in California
- Identify the current and changing business practices that are helping California to achieve a cleaner, more sustainable environment, in terms of both producers and users of green or sustainable technology/energy
- Identify the occupations that are emerging in our movement toward a more green economy
- Identify resources and strategies to assist businesses in cutting costs by reducing energy usage and greenhouse gas emissions

The Survey was mailed to a random stratified sample of 51,100 California employers representing all industries, size classes, and counties. This mailing has been followed with intensive telephone outreach with the goal of increasing the number of businesses that participate in the Survey. Employers are encouraged to respond to the Survey online at http://www.labormarketinfo.edd.ca.gov/. The preliminary findings report is anticipated in December 2009.

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California Green Workforce Initiative

The collaborative effort represented in the CGWI combines funding from the American Recovery and Reinvestment Act (ARRA) for the State Energy Program (SEP), the Alternative and Renewable Fuel and Vehicle Technology Program established by AB 118 (Núñez Chapter 750, Statutes of 2007), Workforce Investment Act Governor's Discretionary funds, as well as private and local funds to create what's believed to be the nation's largest green job workforce development program.

Clean Energy Workforce Training Program

In March 2009, work began on designing a leveraged clean energy workforce training grant. The State will be soliciting proposals for clean energy workforce training projects that will compete for $23 million in available funding. The funding was made available from four sources: $14.5 million of American Recovery and Reinvestment Act (ARRA) funds, $3.5 million in Alternative and Renewable Fuel and Vehicle Technology Program funds, $5 million from Workforce Investment Act funds. In addition, all applicants will be required to demonstrate a 1:1 match, bringing an additional $23 million in public-private partnership matching funds to this green workforce training project.

The Clean Energy Workforce Training Program will support the expansion and development of green building, renewable energy and clean transportation workforce development programs through regional partnerships of workforce, educational, employer and community groups.

Regional Industry Clusters of Opportunity Grants (RICOG)

The California Workforce Investment Board (State Board), the California Energy Commission (Energy Commission), the Economic Strategies Panel (ESP), in coordination with the California Labor and Workforce Development Agency, will be announcing the availability of approximately $2.5 million for the Regional Industry Clusters of Opportunity Grants (RICOG) through a Solicitation for Proposals (SFP). This collaborative effort will combine WIA American Recovery and Reinvestment Act funding and Assembly Bill 118 Alternative and Renewable Fuel and Vehicle Technology Program funds.

The RICOGs will bolster regional capacity by promoting a data driven planning approach. Ultimately, it is believed that given proper technical assistance and support, regional partnerships will benefit from assistance with data driven economic and labor market diagnosis, assistance with crafting regional partnerships which will lead to effective sector initiatives, information on methods for leveraging funding, resources and systems, to implement these initiatives, and finally, with focused planning for sustainability of an initiative after initial funding ends.

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WIA Title I Performance Highlights

PROGRAM OUTCOMES AND COST EFFECTIVENESS

During PY 2008, California provided staff-assisted services to more than 180,000 adult customers and about 23,000 youth. Adult services are up over 140 percent compared to PY 2007 figures. Youth services increased about 2.6 percent. Entered Employment for the Adult and Dislocated Worker program, which has been fairly flat over the previous few years, declined significantly. However, the employment retention rates are only slightly lower than the previous two years. Average earnings are consistent with historical trends despite the economic downturn. The historical trend in WIA program employment outcomes is displayed in Table 1.

The dramatic increase in adult service levels is explained by the implementation of the Integrated Service Delivery (ISD) model in 12 of California's Local Workforce Investment Areas (LWIA). Because of the lag in employment outcome data, it will be difficult to fully assess the effect of the ISD model on customer outcomes until the end of PY 2009. However, current data suggests that the decline in entered employments is due to both economic conditions and the change in service design. The ISD model provides a comparable level of service to more customers and more customers are placed in jobs; however, because this is customer coaching rather than a case management service design, more customers may self-select out leading to lower entered employment rates.

In evaluating program results for PY 2008, economic conditions must be considered along with demographics and service design. California led the nation into the current economic downturn, in April 2007, the earliest point in the performance trend for PY 2008, California's unemployment rate was 5.2 percent compared to 4.5 percent for the nation. By September 2008, the end of the last performance quarter for PY 2008, California's unemployment rate was up to 7.8 percent compared to 6.2 percent across the nation. During this same period, California lost about 60,000 jobs.

Following is a discussion of program-specific performance. Most of this discussion is based on statistics for the mainstream (Formula Program) for adults and youth services. Excluding the Governor's discretionary projects provides a more stable database for analysis since outcomes in the Governor's discretionary activities will be more affected over time by changing workforce priorities.

Adult Services

Adult services are most dramatically affected by the implementation of the ISD model in 12 LWIAs. Of the over 130,000 Adult Program customers served in PY 2008, over 112,000 or 85 percent were served though the Adult Formula Program and 84 percent of the customers in the Adult Formula Program were served in the 12 LWIAs operating in the ISD model. In PY 2006 and PY 2007 these 12 LWIAs only constituted about 30 percent of total customers served in the Adult program.

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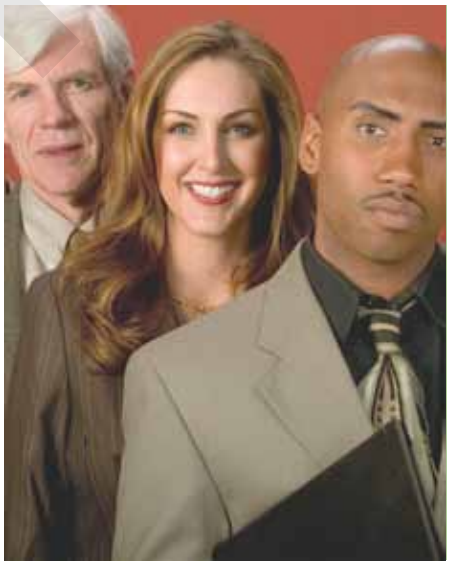
As shown in Table 2, the ISD model has resulted in a shift in customer demographics but the absolute number of customers served in all risk categories increased dramatically. The percent of customers that are low income or limited English proficiency, had previous conflicts with the law, or less than 9th grade proficiency in math or literacy is down. However, in most demographic categories the number of program customers served is up close to 300 percent. In some categories the growth is over 300 percent.

Initial data indicates that this large increase in customers served has been obtained without a significant loss in service levels. The bottom of Table 2 shows the distribution of enrolled customers by services category. Please note that customers are unique in each category, but not across categories. For example, if a customer received Core and Intensive services, that customer is in both the core service count and the intensive service count. In PY 2008, a higher percentage of customers are reported receiving staff-assisted core services, the level of intensive services is comparable to previous years, but the percent of customers receiving training services declined. The training statistic is particularly misleading, the number of customers receiving training through the WIA Adult program increased by about 150 percent.



In this first year, the ISD model demonstrated the ability to reach more customers and provided successful employment outcomes to more people despite poor economic conditions. Customers touched by the Adult program and entering employment are up 27 percent, despite the decline in the actual rate of placement. The cost per customer served is down and the cost per entered employment is down.

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Dislocated Workers

The ISD model had the greatest impact on the Adult Formula program. A number of the LWIAs testing the ISD model took advantage of California's waiver allowing 100 percent transfer between the Adult and Dislocated Worker programs. This supported serving a larger number of customers because of the less complex eligibility requirements in the Adult program.

Customers served in the Dislocated Worker program did increased. Economic conditions demanded it and the ISD model may have supported it. Total clients served went up 95 percent over PY 2007. The Entered Employment rate declined by almost 9 percentage points, but the number of customers placed decreased by less than one percent. Similar to the Adult program, the six month job retention rate is down slightly, but for Dislocated Workers, the rate remains at over 85 percent. These data are presented in Table 1.

Table 3 displays the customer characteristics for the Dislocated Worker Formula Program. With one exception, the number of customers is up in all demographic categories. The number of customers needing to improve basic skills (Basic Skills Deficient) is down 14.6 percent. No surprise, efficiency improved --the cost per participant declined by 56 percent and

the cost per entered employment dropped by nine percent. The program obtained these efficiencies with very little loss in service level. There is little shift in the distribution of services to dislocated workers. The number of workers receiving training grew by 50 percent.

Youth Services

Because of the special needs of Youth, this service population is outside the ISD model. Consequently, there are not the same dramatic shifts in the data observed in the Adult and Dislocated Worker programs. The State did obtain some improvement in performance outcomes as shown in Table 1. Program efficiency improved slightly, cost per participant is down about three percent and cost per placement in employment or education is down almost six percent compared to virtually no change between PY 2006 and PY 2007. Table 4 displays the trend in Youth program characteristics.

California became a common measures waiver state, because the common measures place stronger emphasis on the Governor's priorities to improve the education and job opportunities for all California youth. The common measures put greater focus on high school retention and completion and improved literacy and math skills for out-of-school youth with less than 9th grade skill attainment levels. These new measures are a challenge, but California has shown continuous improvement. In PY 2007, only 52 percent of eligible youth obtained a diploma or occupational skill certificate by program completion. For PY 2008 this rate is up to 70 percent and the absolute number of successful young people increased by 60 percent. California met the State's Youth placed in employment and education goal, but the number of young people placed is almost unchanged over last year, possibly reflecting the difficult employment market. The number of Youth achieving reading and math gains almost doubled and the State exceeded the State's Literacy and Numeracy goal. This is likely the result of both improved measurement and reporting of the outcome measure as well as improved program performance on this measure.

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TABLE 1 - Workforce Investment Act Performance Trends

How many clients did we serve?	2008	2007	2006	2005	2004	2003
Adult clients that we served	130,700	46,354	46,336	55,503	53,031	67,376
Dislocated Worker that we served	46,304	23,769	25,862	25,068	30,446	35,419
Youth that we served[1]	23,259	22,632	24,632	28,735	30,211	33,336

Do our clients get jobs?	2008	2007	2006	2005	2004	2003
% of Adult clients who got jobs	63.3%	79.1%	79.3%	79.2%	72.3%	72.1%
Total Number	**16,502**	**12,954**	**13,460**	**13,901**	**17,189**	**20,721**
% of Dislocated Worker clients who got jobs	75.5%	84.2%	83.8%	85.5%	80.2%	80.1%
Total Number	**9,403**	**9,479**	**10,482**	**10,856**	**14,692**	**16,362**
% of Adult and Dislocated Worker clients who got jobs	67.2%	81.2%	81.2%	81.8%	75.7%	75.4%
Total Number	**25,905**	**22,433**	**23,942**	**24,757**	**31,881**	**37,083**
% on Public Assistance who got jobs	58.7%	73.5%	70.3%	72.5%	61.3%	63.8%
Total Number	**1,346**	**1,367**	**1,731**	**2,092**	**2,264**	**2,977**
% of Veterans who got jobs	62.1%	73.8%	83.7%	77.6%	74.1%	72.9%
Total Number	**2,213**	**2,026**	**2,148**	**1,699**	**3,450**	**4,068**
% of Disabled who got jobs	56.0%	70.8%	72.7%	75.0%	64.7%	65.4%
Total Number	**1,366**	**1,293**	**1,464**	**1,545**	**2,338**	**2,707**
% of Older Individuals who got jobs[2]	56.8%	74.6%	74.2%	76.8%	67.1%	68.8%
Total Number	**2,898**	**2,430**	**2,396**	**2,437**	**3,065**	**3,459**

What are our clients earning post-program? (Average for two quarters)	2008	2007	2006	2005	2004	2003
The average earnings of Adult clients	$16,364	$16,640	$15,732	$11,783	$10,683	$10,571
The average earnings of Dislocated Worker clients	$17,148	$16,978	$16,321	$15,121	$14,442	$14,637

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TABLE 1 - Continued

% of Adult clients who remained employed	82.2%	84.8%	84.6%	81.5%	83.7%	82.7%
Total Number	**13,422**	**16,759**	**16,703**	**15,321**	**21,103**	**22,101**
% of Dislocated Worker clients who remained employed	85.6%	87.4%	87.9%	86.3%	89.4%	88.3%
Total Number	**8,342**	**8,501**	**10,112**	**11,654**	**14,217**	**14,439**
% of Adult and Dislocated Worker clients who remained employed	83.5%	85.7%	85.8%	83.5%	85.9%	84.8%
Total Number	**21,764**	**25,260**	**26,815**	**26,975**	**35,320**	**36,540**

% on Public Assistance who remained employed	76.5%	78.2%	75.3%	81.6%	80.2%	76.8%
Total Number	**1,168**	**1,218**	**2,709**	**1,907**	**2,565**	**2,806**
% of Veterans who remained employed	80.5%	81.0%	88.8%	84.4%	79.0%	80.7%
Total Number	**1,974**	**2,029**	**1,732**	**2,293**	**3,363**	**3,591**
% of Disabled who remained employed	79.4%	80.3%	78.8%	82.9%	78.4%	81.2%
Total Number	**1,138**	**1,240**	**1,891**	**1,654**	**2,534**	**2,464**
% of Older Individuals who remained employed[2]	80.4%	85.2%	87.8%	86.2%	83.3%	83.5%
Total Number	**2,117**	**2,536**	**2,823**	**2,446**	**3,003**	**3,041**

Are we helping our Youth (14 - 21) clients?[1,4]	**2008**	**2007**	**2006**	**2005**	**2004**	**2003**
% of clients who attained their diploma or GED	69.8%	51.9%	67.6%	69.0%	63.2%	61.5%
Total Number	**6,031**	**3,768**	**3,025**	**3,133**	**3,471**	**4,969**
% on Public Assistance who attained diploma or GED	65.7%	49.7%	67.4%	68.3%	63.6%	59.6%
Total Number	**1,256**	**939**	**853**	**897**	**1,046**	**1,598**
% Disabled who attained diploma or GED	61.0%	51.7%	70.0%	74.9%	66.2%	70.3%
Total Number	**586**	**608**	**481**	**480**	**518**	**913**

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TABLE 1 - Continued

% of clients placed in employment or education	68.8%	66.7%
Total Number	**7700**	**7,93**
% of basic skills deficient clients obtaining literacy or math gains	44.4%	21.0%
Total Number	**2,016**	**1,069**

[1] All Youth ages 14-21 combined for Common Measures.

[2] The term Older Individual means an individual age 55 or older.

[3] Based on the average wage per employed client working full-time 172 hours per month.

[4] For PY 2007 and 2008, in accordance with the common measures definition, this measure includes occupational skills certificates.

[5/] Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

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TABLE 2 - Adult Program Description[1/]

(Formula Program Only)

	COUNTS AND PERCENT DISTRIBUTION						PERCENT CHANGE PY 2007 to PY 2008
	PY 2006-07		PY 2007-08		PY 2008-09		
Total Customers	**23,142**		**22,594**		**112,104**		**396.2%**
Demographics[2/]	#	%	#	%	#	%	
American Indian/ Alaskan Native	432	1.9%	429	1.9%	2,534	2.3%	490.7%
Asian	2,478	10.7%	2,607	11.5%	9,424	8.4%	261.5%
Black/African American	4,398	19.0%	4,055	17.9%	20,841	18.6%	414.0%
Hawaiian Native/ Other Pacific Islander	292	1.3%	233	1.0%	1,144	1.0%	391.0%
White	6,926	29.9%	7,040	31.2%	40,603	36.2%	476.7%
Ethnicity Hispanic/Latino	9,684	41.8%	9,346	41.4%	44,722	39.9%	378.5%
Veterans	1,203	5.2%	1,246	5.5%	6,136	5.5%	392.5%
Disabled	1,339	5.8%	1,371	6.1%	6,610	5.9%	382.1%
Low Income	14,879	64.3%	14,217	62.9%	54,925	49.0%	286.3%
Limited English	2,395	10.3%	2,297	10.2%	8,414	7.5%	266.3%
Offender	3,064	13.2%	2,870	12.7%	10,443	9.3%	263.9%
Homeless	743	3.2%	694	3.1%	3,591	3.2%	417.4%
Basic Skills Deficient	5,813	25.1%	5,003	22.1%	8,677	7.7%	73.4%
Receiving TANF[3/]	1,958	8.5%	1,845	8.2%	6,646	5.9%	260.2%
Receiving Food Stamps	4,681	20.2%	4,524	20.0%	27,210	24.3%	501.5%
Services[4/]							
Core	22,712	46.7%	22,236	48.2%	109,000	59.1%	390.2%
Intensive	17,874	36.7%	17,068	37.0%	64,584	35.0%	278.4%
Training	8,094	16.6%	6,869	14.9%	10,786	5.9%	57.0%
Efficiency							
Cost/Participant	$4,839		$4,058		$1,065		-73.8%
Cost/Entered Employment[5/]			$11,072		$7,054		-36.3%

1/ Excludes Governor's Discretionary Account and Rapid Response Additional Assistance Projects
2/ Individuals are unique in a single race or ethnic group but may be included in more than one race or ethnicity category. Race and ethnicity is a voluntary reporting item and a customer may assign themselves to more than one group.
3/ Temporary Assistance to Needy Families (TANF)/California Work Opportunities and Responsibilities to Kids (CalWORKs)
4/ Customers are unique within a service category but not across service categories. For example, a customer that received both a core and an intensive service is counted in both service categories.
5/ Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

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TABLE 3 - Dislocated Worker Program Description[1/] *(Formula Program Only)*

	COUNTS AND PERCENT DISTRIBUTION						PERCENT CHANGE PY 2007 to PY 2008
	PY 2006-07		PY 2007-08		PY 2008-09		
Total Customers	**16,587**		**15,910**		**32,321**		**103.1%**
Demographics[2/]	#	%	#	%	#	%	
American Indian/ Alaskan Native	242	1.5%	243	1.5%	590	1.8%	142.8%
Asian	2,475	14.9%	2,410	15.1%	4,875	15.1%	102.3%
Black/African American	2,211	13.3%	1,897	11.9%	2,838	8.8%	49.6%
Hawaiian Native/ Other Pacific Islander	126	0.8%	118	0.7%	321	1.0%	172.0%
White	5,740	34.6%	6,086	38.3%	14,983	42.6%	145.4%
Ethnicity Hispanic/Latino	6,416	38.7%	5,883	37.0%	10,696	33.1%	81.8%
Veterans	1,053	6.3%	1,004	6.3%	1,896	5.9%	88.8%
Disabled	652	3.9%	708	4.5%	1,133	3.5%	60.0%
Low Income	6,261	37.7%	5,552	34.9%	10,834	33.5%	95.1%
Limited English	2,361	14.2%	2,004	12.6%	3,237	10.0%	61.5%
Offender	950	5.7%	883	5.5%	1,737	5.4%	96.7%
Homeless	129	0.8%	89	0.6%	369	1.1%	314.6%
Basic Skills Deficient	4,405	26.6%	3,553	22.3%	3,034	9.4%	-14.6%
Receiving TANF[3/]	227.0	1.4%	175	1.1%	305	0.9%	74.3%
Receiving Food Stamps	1,091.0	6.6%	1,040	6.5%	3,088	9.6%	196.9%
Services[4/]							
Core	16,334	46.2%	15,534	46.8%	31,787	52.9%	104.6%
Intensive	13,172	37.2%	12,567	37.8%	20,666	34.4%	64.4%
Training	5,865	16.6%	5,121	15.4%	7,691	12.8%	50.2%
Efficiency							
Cost/Participant	$5,451		$5,210		$2,297		-55.9%
Cost/Entered Employment[5/]			$11,079		$10,092		-8.9%

1/ Excludes Governor's Discretionary Account and Rapid Response Additional Assistance Projects
2/ Individuals are unique in a single race or ethnic group but may be included in more than one race or ethnicity category. Race and ethnicity is a voluntary reporting item and a customer may assign themselves to more than one group.
3/ Temporary Assistance to Needy Families (TANF)/California Work Opportunities and Responsibilities to Kids (CalWORKs)
4/ Customers are unique within a service category but not across service categories. For example, a customer that received both a core and an intensive service is counted in both service categories.
5/ Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

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TABLE 4 - Youth Program Discription[1/]

(Formula Program Only)

	YOUTH PROGRAM					
	PY 2006-07		PY 2007-08		PY 2008-09	
Total Customers	22,838		21,260		22,061	
Demographics[2/]	#	%	#	%	#	%
American Indian/ Alaskan Native	377	1.7%	363	1.7%	428	1.9%
Asian	2,076	9.1%	1,864	8.8%	1,749	7.9%
Black/African American	4,761	20.8%	4,455	21.0%	4,605	20.9%
Hawaiian Native/ Other Pacific Islander	235	1.0%	241	1.1%	266	1.2%
White	3,867	16.9%	3,763	17.7%	4,213	19.1%
Ethnicity Hispanic/Latino	12,761	55.9%	11,960	56.3%	12,342	55.9%
Out of School - High School Drop Out	4,540	19.9%	4,630	21.8%	5,182	23.5%
Disabled	2,866	12.5%	2,426	11.4%	2,235	10.1%
Limited English	818	3.6%	675	3.2%	754	3.4%
Single Parent	1,794	7.9%	1,838	8.6%	1,883	8.5%
Offender	2,188	9.6%	2,059	9.7%	2,057	9.3%
Homeless	688	3.0%	704	3.3%	853	3.9%
Runaway Youth	173	0.8%	199	0.9%	214	1.0%
Pregnant or Parenting Youth	2,679	11.7%	2,585	12.2%	2,651	12.0%
Basic Skills Deficient	18,044	79.0%	16,674	78.4%	16,798	76.1%
Substance Abuse	817	3.6%	754	3.5%	734	3.3%
Foster Youth	1,638	7.2%	1,514	7.1%	1,356	6.1%
Low Income	22,253	97.4%	20,651	97.1%	21,461	97.3%
Receiving TANF[3/]	4,443	19.5%	3,783	17.8%	3,570	16.2%
Receiving Food Stamps	6,179	27.1%	5,517	26.0%	5,974	27.1%
Efficiency						
Cost/Participant	$5,025		$5,012		$4,860	
Cost/Entered Employment[4/]			$14,916		$14,062	

1/ Excludes Governor's Discretionary Account projects
2/ Individuals are unique in a single race or ethnic group but may be included in more than one race or ethnicity category. Race and ethnicity is a voluntary reporting item and a customer may assign themselves to more than one group.
3/ Temporary Assistance to Needy Families (TANF)/California Work Opportunities and Responsibilities to Kids (CalWORKs)
4/ Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

Source: Employment Development Department; Job Training Automation System, August 2009

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WAIVERS

In April 2009, the California Workforce Investment Board (State Board) requested a one-year extension of all six (6) of the currently approved waivers included in California's Strategic Two-Year Plan for Title I of the WIA of 1998 and the Wagner-Peyser Act. In addition, an extension was also requested on the common measures waiver approved separately for the period of July 1, 2007 through June 30, 2009. The State Board will be working with the Employment Development Department to develop a methodology for capturing the impact of waivers on performance date. We will look to DOL for further guidance on this issue. **Waiver extension requests were as follows:**

Subsequent Eligibility of Training Providers

Continues the suspension of subsequent eligibility certification requirements of WIA Section 122(c) granted during the 2007-2009 Program Years. These requirements are an impediment to the participation of the State's educational system on the Eligible Training Provider List (ETPL). As such, the primary goal in requesting the extension of the waiver is to continue to increase the availability of training and the accountability of training providers so to enhance the customer choice and the use of Individual Training Accounts (ITA).

This waiver encourages broader participation on the ETPL and minimizes the management burden for the local workforce investment areas. In these lean economic times, participation by the Community College system and the Apprenticeship programs is critical to developing the skills of our workforce. Discontinuing this waiver will create an impediment to the workforce system's partnership with education and business and our limit our efforts to train staff in emerging occupations.

Local workforce investment boards (WIB) reported that they were able to add a substantial number of providers to the list. This allowed them to increase the number of providers and programs tailored for demand occupations.

Youth WIA Dollars to Fund Individual Training Accounts (ITAs) for Older Youth

This waiver of 20 CFR 664.510 was approved in 2003 and has been extended three times, with the latest extension running through June, 2009. This waiver is helping to maximize the service capacity of the One-Stop Career Centers by allowing the use of Youth funds to serve older youth, who are focused on employment, to have the same advantage of ITAs as adult and dislocated workers. Without this waiver, the workforce system would be forced to co-enroll older youth in the adult and dislocated worker programs to provide training opportunities through the use of ITAs. The continuation of this waiver streamlines customer service and avoids the need for an unnecessarily bureaucratic process.

As a result of this waiver, one of the WIBs was able to increase the development of ITAs by 200%.

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Use of Local Formula Funds for Incumbent Worker Training WIA Section 134

The waiver of WIA Section 134, originally implemented in November, 2006 allows Local Boards to use up to 50 percent of local formula funds for incumbent worker training, allowing them to respond better to local economic changes and serving employers and their employees who require training. During the national economic down turn, the Local Boards need this flexibility to assist employers retain employees and to provide incumbent workers the opportunity to gain necessary skills to maintain employment. By continuing this waiver, the Local Boards will be able to effectively market incumbent worker training to the private sector, thus expanding partnerships with employers in growth and demand industries. This will reduce the risk of layoffs of employees who need skill upgrades and allow employers to create opportunities for new workers to take the place of existing workers who have moved up the career ladder.

WIBS have reported up to 100% increase in the number of employers who have received Incumbent Worker training. The business services staff market Incumbent Worker training to employers and have found it to be a valuable tool in their arsenal of products.

Transferability of Adult and Dislocated Worker Formula Funds WIA 133(b)(4)

The waiver of WIA Section 133(b)(4) was originally approved in October, 2006 authorizing the transfer of up to 50 percent of funds between the Adult and the Dislocated Worker funding streams. That waiver was extended and expanded in the 2007-2009 WIA Plan, allowing transfer of up to 100 percent of those funds between the funding streams. This waiver will continue to provide needed flexibility to Local Boards to respond to changes in their local labor markets and will help ensure that WIA funds are used in a way that maximizes customer service and other demand-driven needs of the business community. The need for this waiver is critical given the current economic shifts occurring in our state.

Finally, the waiver has been especially important for California's efforts toward full integration of the Employment and Training Administration programs. This waiver has eased the paperwork burden at the local level allowing for improved services to more clients. In California's integrated local learning labs, we have enrolled about nine times as many job seekers in program year 2008 compared to the same period in program year 2007. Almost half of those clients have received a skill development service within 30 days of enrollment. The funding flexibility afforded by this waiver has been critical to this effort.

One WIB reported an improvement to all services. Because they are one of the Learning Labs under the Integrated Services Model they were able to enroll approximately 3,000 people in 2008-2009 in comparison to approximately 500 in 2007-2008. Another transferred 100% of their Dislocated Worker funds to Adult.

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Customized Training Sliding Scale

This waiver of WIA 101(8)(C), implemented in November, 2006 strives to serve small businesses that may find it difficult if not impossible to provide a full 50 percent match. In California, a majority of private sector employment is provided by small businesses. This waiver, along with the waiver of Section 134, will continue to provide a valuable tool to Local Boards in their support of California's small businesses and their employees. The sliding scale for employer match provides the necessary flexibility for small businesses to participate in the WIA customized training program, thereby increasing participation and employment rates for skilled job seekers. Employers benefit from the waiver by having a labor pool with the marketable skills they require.

The flexibility created by this waiver has allowed the business services staff in many of the WIBs to recruit additional small businesses and expect to continue to increase their numbers.

Common Measures

This waiver of WIA 136(b), implemented in December of 2007, authorizes the State to report the Department of Labor Common Measures instead of the 17 performance measures for the Workforce Investment Act Title 1B programs. The streamlined common measures allow for increased program integration and improved evaluation of employment and training programs.

This waiver simplifies youth accountability and focuses the system on partnership with the education system. The movement to the youth common measures aligns the youth services system with education in an effort to improve basic skills and assure that young people leave our programs with at least a high school diploma or equivalent and the occupational skills necessary to enter the workforce and retain employment.

This waiver has been especially beneficial for those WIBS who are Learning Labs. In some of the WIBS they were able to exceed their Common Measures for youth.

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PY 2008/2009 Governor's 15 Percent Projects

Workforce Investment Act (WIA) and Recovery and Reinvestment Act (Recovery Act)

Projects	WIA 15 % Awarded Amount	Number of Awards	Recovery Act 15% Awarded Amount	Number of Awards	Cash/In-Kind Match Amount	Total Match & Awarded Amount
Construction Talent Transfer Solicitation for Proposal	n/a		2,700,000	6	1,375,000*	4,075,000
Governor's Gang Reduction, Intervention and Prevention (CalGRIP) Initiative			1,400,000	3	1,310,256	2,710,256
Governor's Gang Reduction, Intervention and Prevention (CalGRIP) Initiative	5,474,700	11			9,485,951	14,960,651
California Green Jobs Corps	n/a		9,999,995	11	16,011,584	26,011,579
Veterans Employment-Related Assistance Program (VEAP) **	8,921,476	20			2,663,022	4,075,000
TOTAL	**14,396,176**	**31**	**14,099,995**	**20**	**30,845,813**	**51,832,486**

* Not all subgrants have been finalized, cash and in-kind match is based on those that have been processed to date.
**Total does not include the additional $8,921,476 Dislocated Worker 25 Percent Additional Assistance funds awarded under this Solicitation.

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A list of grantees awarded 15% funds, the project descriptions, and partnerships can be found at the following sites:

- *Construction Talent Transfer Solicitation for Proposal – American Recovery and Reinvestment Act (Recovery Act), Workforce Investment Act 2008-09.* June 30, 2009
  http://www.edd.ca.gov/Jobs_and_Training/ARRA_CTT_Award_List_and_Summaries.htm
- *Governor's Gang Reduction, Intervention and Prevention (CalGRIP) Initiative 2008/09 – Recovery Act* June 30, 2009
  http://www.edd.ca.gov/Jobs_and_Training/ARRA_CalGRIP_Award_List_and_Summaries.htm
- *California Green Jobs Corps – Recovery and Reinvestment Act (Recovery Act) funds.* June 29, 2009
  http://www.edd.ca.gov/Jobs_and_Training/WDSFP_CGJC_Award_list.htm
- Governor's Gang Reduction, Intervention and Prevention (CalGRIP) Initiative 2008/09 – Workforce Investment Act (WIA) funds. January 30, 2009
  http://www.edd.ca.gov/Jobs_and_Training/WDSFP_CalGRIP_Award_List_2008_09.htm
- Veterans Employment-Related Assistance Program (VEAP) 2008/2009 – WIA funds.

  December 12, 2008
  http://www.edd.ca.gov/Jobs_and_Training/VEAP_2008_09_Additional_Award_List_and_Project_Summaries.htm

  November 20, 2008
  http://www.edd.ca.gov/Jobs_and_Training/WDSFP_VEAP_Award_List_2008-09.htm

Cost and Performance Information

The cost and performance information required for California's Workforce Investment Act Title-I Annual Report for program year 2008-2009 can be viewed on the State Board website at: http://www.cwib.ca.gov/

The website link includes:

- Performance data tables for California's 49 Local Areas
- A summary of program outcomes in terms of cost and performance

This information was prepared by the California Employment Development Department.

RESOURCES

U.S. Department of Labor
http://www.dol.gov/

DOL Employment and Training WIRED Initiative
http://www.doleta.gov/

California Economic Recovery Portal
http://recovery.ca.gov/

California Labor & Workforce Development Agency
http://www.labor.ca.gov/

California Economic Strategy Panel
http://www.labor.ca.gov/panel/

California Business Portal
http://www.calbusiness.ca.gov/

California Regional Economies Project
http://www.labor.ca.gov/panel/

California Workforce Investment Board
http://www.cwib.ca.gov/

California Business Investment Services (CalBIS)
http://www.labor.ca.gov/calBIS/

Employment Development Department
http://www.edd.ca.gov/

One Stop Career Centers
http://www.cwib.ca.gov/local_boards/career_centers

Employment Training Panel
http://www.etp.cahwnet.gov/

Department of Industrial Relations
http://www.dir.ca.gov/

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