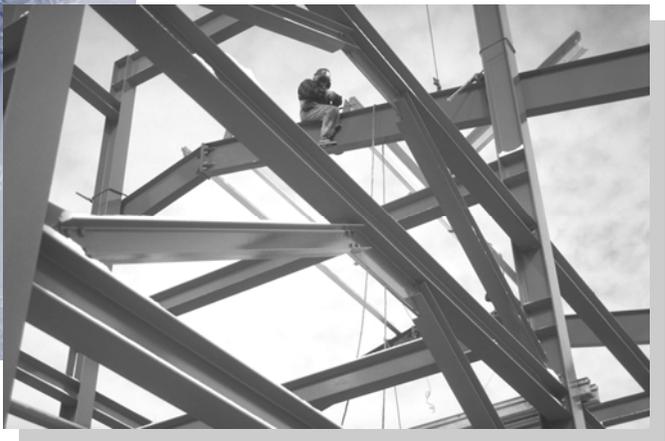
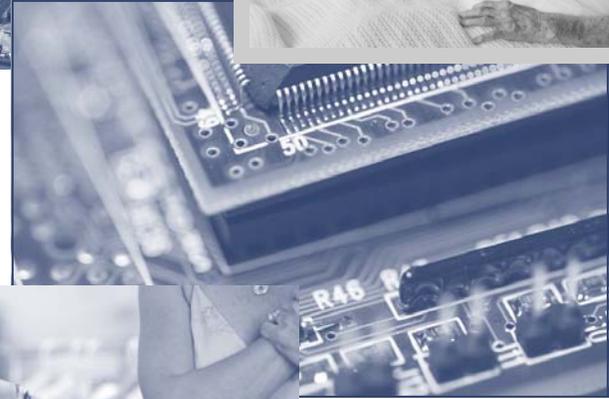


# California's Workforce Development System

Annual Report  
2005-2006





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California State Senate

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CHARO Community Development  
Corporation

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State Building and Construction Trades  
Council of California

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Health and Human Services Agency

**Norris Bishton**  
Attorney  
NOARUS Auto Group

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California Labor and Workforce  
Development Agency

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Political Director  
California Federation of Teachers

**Jerry Butkiewicz**  
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Wesley Chesbro**  
California State Senate

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Provident Bank – Riverside County  
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**Audrey Taylor**  
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Chabin Concepts, Inc.

**Willie Washington**  
Consultant  
California Manufacturers and  
Technology Association

**Sunne Wright-McPeak**  
Secretary  
California Business, Transportation,  
and Housing Agency



Governor Arnold Schwarzenegger's appointed **California Workforce Investment Board**, led by a majority of members from the statewide business community, performs the unique role of bridging workforce and economic development in our state and our communities. This public/private partnership leads California's mission to develop and maintain the world-class workforce that our entrepreneurial, innovation based, global economy requires.

The Board engages State and local workforce, education, and economic development partners in its work through four special committees, which each address one of the four policy priorities outlined in the Board's Strategic Two-Year Plan (available at <http://www.calwia.org>). These Committees are outlined below.

The **Business and Industry Committee** focuses on how the system can better serve businesses and industries, and how that can translate into improved occupational and career opportunities for workers. The committee has developed a vision and criteria for local business services; guidance and criteria for identifying high-wage, high-growth jobs; and is hosting regional forums throughout the State to further economic and workforce partnerships.

The **Targeting Resources Committee** is focused on targeting workforce resources where they can have the greatest economic impact for the State. The committee has targeted resources to serve workers continuously employed in minimum wage jobs, is developing guidance for developing demand-driven training programs through strategic partnerships, and has identified the logistics industry as a critical industry with anticipated statewide shortages of workers and allocated funds to support this industry.

The **Lifelong Learning Committee's** focus is on collaborating to improve California's educational system at all levels by providing current and future workers with lifelong learning opportunities that are aligned with the new and changing economy. The committee has developed a vision for lifelong learning, taken a lead role in developing a California Community Colleges initiative for Career Advancement Academies, and is providing leadership in improving California's youth services.

The **Accountability in Workforce Investments Committee** focuses on improving State and local coordination between partner agencies and programs, identifying and achieving administrative efficiencies and better service integration, and optimizing training resources. The committee has launched a major cost study of the statewide One-Stop Career Center system, completed work for a One-Stop Career Center certification process, and is exploring improvements in the use of resources for capacity building.

## California's Workforce Investment System

The federal Workforce Investment Act of 1998 required significant reforms to California's job training system. These reforms resulted in a new workforce system intended to improve the overall quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the State. These reforms emphasized private sector involvement, improved customer service, better alignment of public sector resources, and the integration of education, workforce, and economic development programs in order to help both workers and employers compete and succeed in the global economy.

The workforce system is governed by a federal/state/local partnership. The U.S. Department of Labor, in coordination with other federal agencies, oversees and administers the nationwide system. The Governor oversees the State workforce and One-Stop Career Center systems through the California Labor and Workforce Development Agency (Agency), which is led by the Secretary of Labor and Workforce Development. The Secretary represents the Governor and his administration on the California Workforce Investment Board (State Board). The Governor has designated the Employment Development Department (EDD), which reports through the Agency, to administer federal job training funds. The business-led State Board, which also reports through the Agency, assists in developing statewide policy and coordinating the diverse mix of services.

The system is comprised of 50 Local Workforce Investment Areas, each with its own business-led Local Workforce Investment Board that works in concert with a local Chief Elected Official to oversee workforce services. The network of local One-Stop Career Centers comprises the statewide service delivery vehicle for workforce/education/business services.

Workforce funds are provided for job training and placement, and business services through the local system of One-Stop Career Center partnerships. The One-Stop Career Centers provide universal access to their resident communities, industries, and businesses for a full range of workforce, education, and economic development services.

The following four sections of this report highlight the State and Local Board's accomplishments during the last year. These various accomplishments are described through both State and local stories that focus on the transformation of California's workforce system into a demand-driven, strategic partnership that focuses on the sustenance and growth of regional economies.



# *California's Workforce Development System Makes An Economic Contribution*

California's workforce investment system provides services fundamental to economic stability and growth. The system's workforce, education, and business services are tailored to the state's diverse communities by 50 Local Workforce Investment Boards and over 200 One-Stop Career Centers. Through strategically delivered services and public/private partnerships, the system is uniquely positioned to assist businesses in meeting the challenges of rapidly changing demographics and market conditions in today's global economy. In this way, the workforce development system makes a unique contribution to sustaining and growing the 8<sup>th</sup> largest economy in the world.

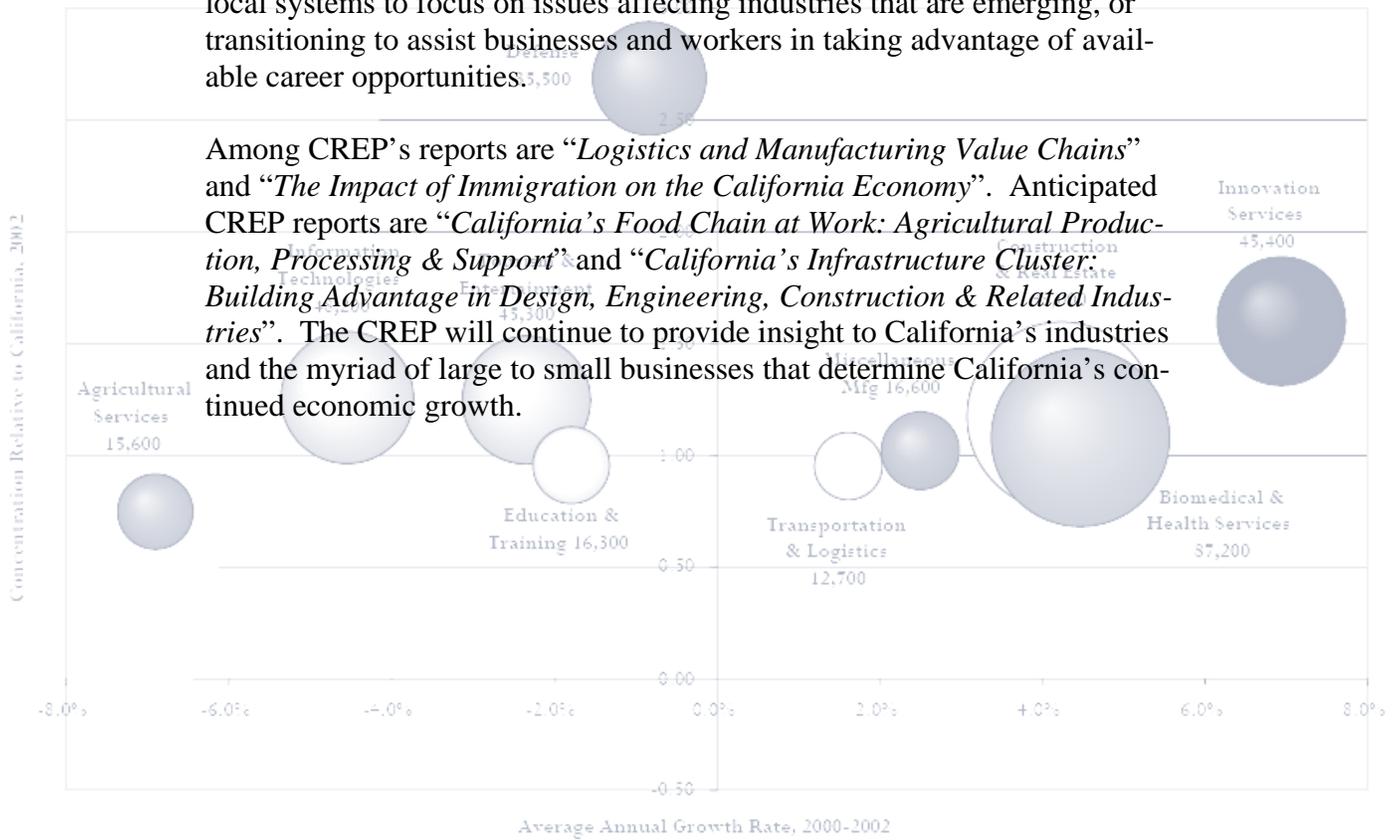


**California has over one million small businesses, which employ more than 6.8 million people. This represents 98% of all California enterprises and more than 50% of California's workforce.**



The State Board continues to invest in the **California Regional Economies Project (CREP)**. This project is managed by Economic Strategy Panel staff. The CREP provides state and local workforce investment and economic development systems with information about each regional economy and labor market in California. This information better positions state and local systems to focus on issues affecting industries that are emerging, or transitioning to assist businesses and workers in taking advantage of available career opportunities.

Among CREP's reports are "*Logistics and Manufacturing Value Chains*" and "*The Impact of Immigration on the California Economy*". Anticipated CREP reports are "*California's Food Chain at Work: Agricultural Production, Processing & Support*" and "*California's Infrastructure Cluster: Building Advantage in Design, Engineering, Construction & Related Industries*". The CREP will continue to provide insight to California's industries and the myriad of large to small businesses that determine California's continued economic growth.





San Bernardino County capitalized on the opportunity created by the collaboration between the **San Bernardino County Workforce Investment Board**, the Alliance of Education, and Economic Development partners to train 300 workers for demand occupations in just over one year. The ability to provide industry-specific training resulted from the collaboration’s development of the Workforce Opportunity Matrix.

The Matrix was designed to track job openings in high-growth industries with high demand occupations that are going unfilled. Openings are matched with programs that provide training in

those occupations and the number of students expected to complete those training programs is displayed. This cross reference helps identify where additional industry-specific training programs are needed.

By being proactive about training workers to meet industry needs, the collaboration has contributed to San Bernardino County’s economy by demonstrating to new business site selectors that it has its “finger on the pulse” of workforce needs.



During the months of August through December 2005, outreach to 373 businesses was conducted while 27 businesses received direct technical assistance. These efforts were part of a new strategy in Los Angeles County designed to provide direct services from public and private resources to businesses in growth industries that are demonstrating a potential for failure. This strategy was developed by the **Layoff Aversion Planning Council (LAPC)**, which was formed by the **Los Angeles City Local Board**.

The LAPC is a collaborative effort pooling the talents of economic development, workforce development, and labor and business professionals, to contribute to the economic growth and vitality of the Los Angeles County area. The LAPC’s strategy is to use data from Dunn and Bradstreet and outreach from the Mayor’s office to target businesses in growth industries, with 20 plus employees, that are experiencing financial stress.

More than 160 new businesses have been created, 550 have expanded and hundreds more businesses have received economic information and human resources assistance critical to their well-being and growth. This is a result of the **Northern Rural Employment Consortium and Training Consortium’s (NoRTEC)** focus on serving small businesses that dominate the contemporary economy in most of California’s northern, rural counties. These employers generate most of the community wealth in the region, employing 90 percent of all workers in businesses that, for the most part, have fewer than ten employees. In partnership with the leadership of the NoRTEC, these businesses have helped the consortium’s Workforce Board and One-Stop Career Centers develop a “business-first” culture and become the axis of business services throughout the region.

### **Layoff Aversion Planning Council**

#### Top Five Business Assistance Requests:

- Tax Credits – Investment Tax Credit & Enterprises Zones
- Hiring and Training
- Financing: Facility Purchase for Growth and Consolidation
- Permits: Los Angeles County Building, Safety, and Planning
- Energy Cost Savings and Efficiency



### *Keeping Up With Business*



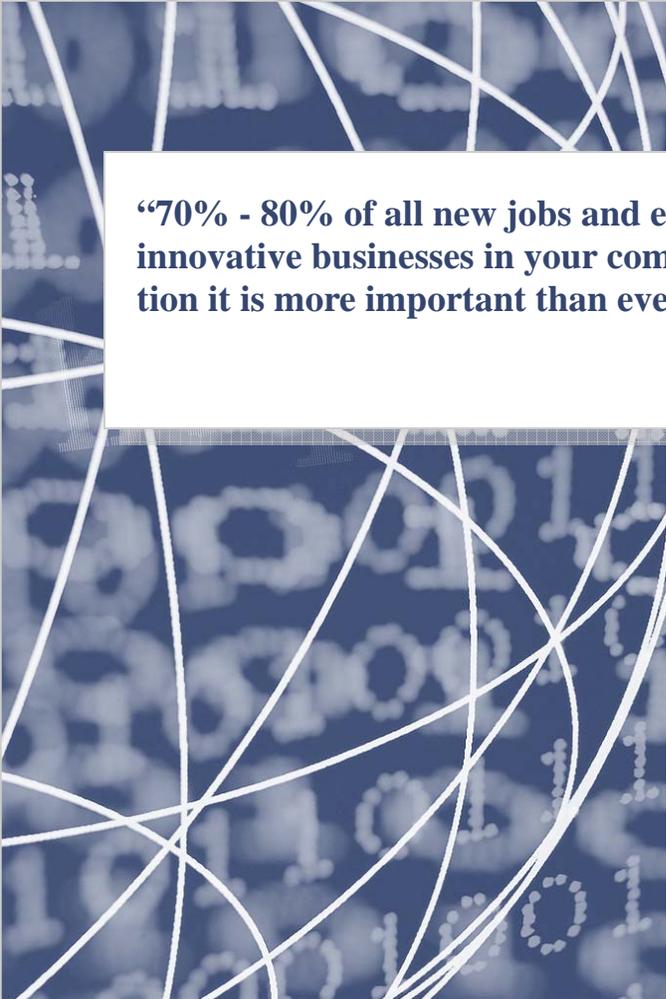
Dreyer's Grand Ice Cream plant \$100 million expansion in Bakersfield, California made them the largest ice cream plant in the world. Dreyer's relied exclusively on Kern County's local One-Stop system to nearly double the size of their existing workforce.

Services provided by the One-Stop system, which is overseen by the Employer's Training Resource (Board), included promotional activities, applicant testing, interview scheduling, on-the-job training contracts, and Enterprise Zone Vouchering.

The Board, through its One-Stop system, community partners, and local educators continue to make a direct impact on the economy by developing training programs that prepare the local workforce to meet employer needs and by offering extensive recruitment services to employers.

# *Workforce and Economic Development — A Shared Purpose*

For too long, California's workforce and economic development systems were just fellow travelers, each moving towards similar goals, but each taking separate paths to reach them. Today, workforce and economic development have identified the common, strategic purpose of sustaining and growing California's regional economies. With a shared purpose, these local, regional, and State partners are coordinating their activities and integrating their resources to attract and support vital businesses, retain job opportunities, and prepare the workforce with the skills that our global economy requires.

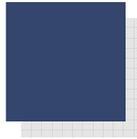
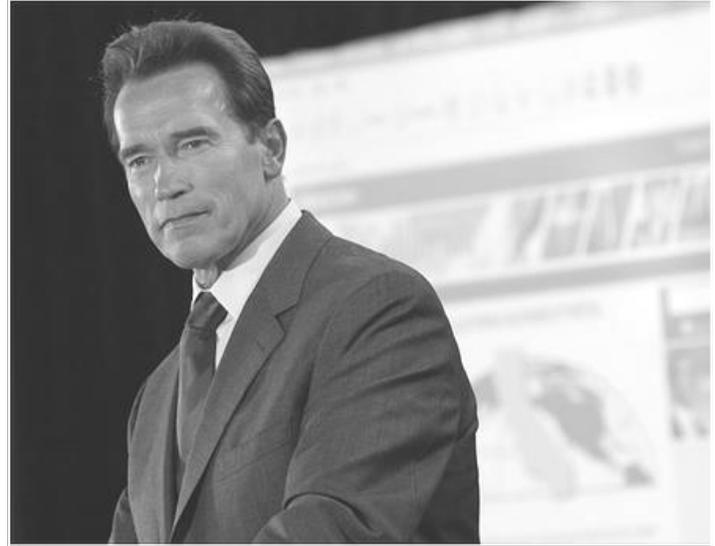


**“70% - 80% of all new jobs and economic wealth come from existing and innovative businesses in your community. Given today's global competition it is more important than ever to grow your own.”**

*Ms. Audrey Taylor, Chabin Concepts*



*California Economic Development Partnership*



*The California Economic Development Partnership*

On November 29, 2005, Governor Schwarzenegger established the **California Economic Development Partnership**, an interagency Cabinet team of the Labor and Workforce Development Agency, the Business Transportation and Housing Agency, and the California Department of Food and Agriculture, to coordinate all of the State government economic development activities. The Partnership sponsored the **California Business Portal** to integrate a number of resources for starting, growing, financing, expanding or relocating a business in California in a single website. The portal seeks to simplify the path to the resources to support businesses vital to the State's economy. These resources are provided by a myriad of public and private sources, from State and federal agencies to local private non-profit organizations, all of which are accessible to businesses through the portal, by simply clicking through the portal's pages.

The **Stanislaus Economic Development and Workforce Alliance** (Alliance) is a governing body that resulted from the integration of the county's economic development corporation and workforce development board to oversee both job creation and job training. This was a result of a growing consensus that economic and workforce development are key in addressing the needs of existing businesses, a growing population, and a local economy that needed a climate for growth.

At the Alliance not only can job seekers develop skills relevant to their local economy, but employers have a portal to address their entire workforce, funding, and expansion needs. Once more, the Alliance is an example of economic and workforce development entities that recognized their interdependence and merged to better serve their customers – communities and businesses.

**Across the country there is a growing interest in aligning economic development and workforce development organizations, which is motivated by numerous factors. These factors include increasingly scarce resources, intensifying competition for company attraction and retention, and the status quo's sub-optimal performance.**

*-Under One Roof: New Governance Structure  
National Council on Economic Education*

The South Bay Business Resource Network (*Network*) is an economic development support program created by the **South Bay Workforce Investment Board** to coordinate activities and integrate resources across a broad coalition of public and private organizations that serve the coastal South Bay region of Los Angeles County.

The *Network* has reached over 20,000 businesses and anticipates even more in the coming year with the continuation of new marketing strategies and working with a multitude of partners. The *Network* serves an important lay-off aversion and business retention function by addressing business capacity issues and operational needs. By helping local businesses grow and succeed, job losses are avoided and the creation of new job opportunities is promoted.



Motivated by the shared purpose of enhancing the Silicon Valley region's economic growth and vitality in the life science cluster; a collaboration was formed among the **North Valley Job Training Consortium (NOVA)** Workforce Investment Board, multiple city economic development managers, and BayBio (Northern California Life Sciences Association).

Initially, NOVA, BayBio, and the cities of Mountain View, Palo Alto, and Sunnyvale hosted a forum in February 2006 at Genencor in Palo Alto. The event allowed private industry and elected officials, from a private sector perspective, the opportunity to discuss how the public sector can be more "biofriendly" in attracting and retaining biomedical companies in the region. The focal areas included workforce, site selection and development, and permitting issues.

This collaborative is working together to develop priorities and identify next steps for addressing the shared purpose of enhancing the region's economic growth and vitality in the life science cluster.





### *Preparing For Tomorrow Today*

The Yuba/Sutter Economic Development Corporation orchestrated a regional effort in hopes of preventing Beale Air Force Base (Beale) from being named on the Base Realignment and Closure List, (BRAC) of 2005. The **North Central Counties Consortium (NCCC)**, their Yuba and Sutter County One stops, and regional partnerships contributed to the new mission for Beale, which is now the home of the new Global Hawk unmanned aerial vehicle.

Recognizing the opportunity for industry sector growth and high paying occupations, NCCC and their One-Stops are working with the Yuba-Sutter Economic Development Corporation in preparation of the growth and expansion in emerging technology. Together, they are identifying the education and skills needed for this industry sector and formulating programs that provide employers with an available, trained, and educated workforce.

In addition to this, NCCC is supporting the Yuba-Sutter Economic Development's vision for a California Center for Autonomous Research and Technology. The Center focuses on three components: an interpretive center on autonomous technology; a technology transfer laboratory for universities and thirdly, a business incubator along with a research and science park for autonomous business. Plans are being developed to provide business financing, an understanding of building requirements, and the needed physical infrastructure to grow a sustainable economy based upon this new and innovative technology. The Yuba/Sutter Economic Development Corporation, NCCC, Yuba and Sutter One Stop's, and other partners are focusing today on tomorrow's California.

# Employer-Driven Solutions

The key element of a demand-driven workforce system is the engagement of businesses, industries, and trade organizations as contributing partners. They create the demand and direction for developing workers that support California's entrepreneurial, innovative economy. To meet the demand, workers must have opportunities to develop basic and advanced skills as well as lifelong learning capabilities necessary to make career transitions. This simple demand/supply equation improves the quality of life for all Californians by focusing the use of public and private resources on the creation of quality jobs and careers.

## Most significant business challenge

Respondents who ranked each as their #1 business challenge



*From the Joint Survey of the Business and Industry Committee of the California Workforce Investment Board and the California Manufacturers and Technology Association. 2006*

## *Workforce Innovation in Regional Economic Development (WIRED)*

In January 2006, the Governor submitted a Workforce Transformation proposal for the Workforce Innovations in Regional Economic Development (WIRED) grant to the U.S. Department of Labor. The California Space Authority (CSA), an industry-led nonprofit organization in the state's Innovation Corridor, developed a grant "to advance our shared Demand Driven vision for the workforce system."

The CSA initiative responds to the changing demands of the global marketplace to train highly-skilled technical workers and transform industries so they can quickly turn technological innovations into commercial products. To reach that goal, the initiative brings together industry, and education, as well as economic and workforce development agencies.

Efforts by the Labor & Workforce Development Agency and its Employment Development Department and California Workforce Investment Board paid off when CSA became one of only 13 regions nationwide awarded a \$15 million federal grant. The grant will be used to support the creation of an innovative and entrepreneurial environment; improve the competitiveness of manufacturers and small businesses; and accelerate the development of a highly skilled workforce needed in the 21<sup>st</sup> Century.

**"This project [WIRED] will be instrumental in restructuring workforce development and education to produce world class 21st century technical workers"**

*~Andrea Seastrand, Executive Director of California Space Authority*



**CALIFORNIA**



**SPACE  
AUTHORITY**



San Diego bioscience employers now have better qualified workers because of a training program developed by the **San Diego Workforce Partnership (The Partnership)**. The Partnership brought together partners from workforce development, the biosciences industry, and education to address the changing needs of local biosciences employers.

Biosciences are an integral part of the San Diego economy. As the third largest biosciences center in the U.S., San Diego has an estimated 500 companies with over 32,000 employees. In the last few years, the biosciences industry has seen a shift from research to manufacturing.

Industry employers and education leaders worked together to develop a plan to combine classroom training and on-the-job training experience. The training was tailored to meet emerging industry trends while providing participants with opportunities to further advance their skills and secure employment in the biosciences industry. Participants had the opportunity to enhance their job readiness by participating in soft skills training provided by a One-Stop Career Center.

The outcome of this collaboration was the successful development of curriculum that met both the needs of the biosciences industry and provided adult and dislocated workers a pathway into a high wage/high growth industry.

Fresno County area workers are now learning advanced skills thanks to the productive engagement of the **Fresno County Workforce Investment Board (Board)** with the healthcare and manufacturing industries; two of Fresno County's high-growth industries. This win-win approach resulted in the development of initiatives that address current and future workforce needs. As an example, the business community has worked closely with the Board, training providers, and trade organizations to develop a baseline of the skills and requirements critical for job seekers to realize successful careers in these professions.

Leaders in the two industries met with the Board after the baseline information was gathered and the Board completed a critical needs assessment for specific high-demand occupations. Working with the Board and community college leaders, the business community participated in the development of new curriculum that is providing the advanced skills necessary for workers to fill their high-demand positions. This business led partnership is not only sustainable, but is being expanded through leveraged resources to forecast occupational trends in other industries, such as the trades and logistics.



More than 3,400 individuals have learned about workplace ethics as a result of workshops for current employees and jobseekers that were developed by the **Tulare County Office of Education (TCOE)** partnered with **Tulare County Workforce Investment Board (TCWIB)** partnership. Throughout California, employers have expressed the importance of workplace ethics. The workshops focused on soft skills such as problem solving, decision-making, conflict resolution, safety, communication, and appearance. TCOE has completed one year of the TCWIB collaborative project and the outcomes to date have been extremely positive. Overall, the collaboration between TCOE and the TCWID has increased awareness of the importance of ethical behavior and character building in the workplace.





The Bay Area Biotech Network (Network) grew out of two seemingly unrelated needs – the biotech industry’s need for highly skilled employees and the workforce system’s need to assist the more than 100,000 workers dislocated by the events of 9/11 and the dot-com bust in Silicon Valley. The partnership includes both the **Alameda County and the San Mateo County Workforce Investment Boards**, Skyline and Ohlone Community Colleges, economic development entities, and businesses such as Chiron of Emeryville, Bayer in Berkeley, and Genentech in South San Francisco. Having already graduated 110 skilled bio-manufacturing technicians, they are developing plans to train 300 more. The network has placed more than 80 percent of its graduates in well-paying jobs (average \$42K annually) or paid internships. It has also attracted more than \$2.5 million in federal and state resources, and is developing plans to expand the Network to include additional Workforce Investment Boards, colleges, and biotech companies.

The network has received two prestigious national honors which recognize job training programs from around the nation that have achieved outstanding success and innovative partnerships with their business communities. The awards include a U.S. Department of Labor first-place Recognition of Excel-

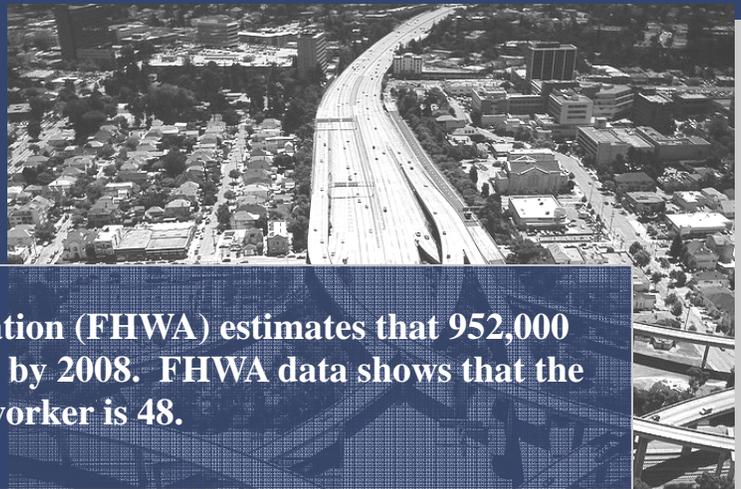
lence honor for Building an Industry/Business Driven Workforce Investment System. Assistant Secretary of the U.S. Department of Labor for Employment and Training Emily DeRocco stated, “This year’s Recognition of Excellence honorees exemplify the workforce system’s capacity to develop new approaches for equipping workers with the skills necessary to compete in the global economy. These projects and the people behind them offer examples of success that colleagues in education and job training can replicate to meet workforce needs throughout the country.” It was also honored by the National Association of Workforce Boards and received an award for advancing innovative partnerships.

**So far, Genentech has given 12-month paid internships to more than 75 people who have undergone biotech instruction at the two colleges. “About half of those have converted to full-time jobs...what we can offer are positions that are growth opportunities.”**

*Paige Lloyd, Senior Staffing Consultant  
Genentech*

# *Improving Worker Skills*

The workforce development system's unique role is to align the skills of both the current and future workforce with the needs of business and industry. As California's businesses and industries continue to compete in a global economy, their workforce must keep pace by learning new methods of production efficiency and safety, and taking advantage of opportunities that come with technological advances. However, this is a great challenge and cause of great concern, due to the reported difficulty in maintaining a skilled workforce across many industries.



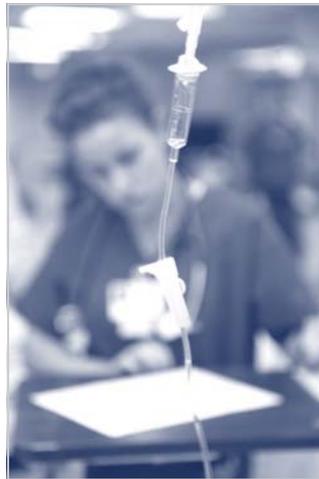
**The US Federal Highway Administration (FHWA) estimates that 952,000 new construction jobs will be created by 2008. FHWA data shows that the average age of today's construction worker is 48.**



## *California Nurse Education Initiative*

In April of 2005, Governor Schwarzenegger announced a \$90 million Nurse Education Initiative in addition to the \$13 million already awarded to local programs through statewide Workforce Investment Act funding. This five-year initiative targets the healthcare industry and its nursing shortage, which were identified by the Economic Strategy Panel and the California Regional Economies Project as presenting the most critical statewide need for skilled workers, across all nine Economic Strategy Panel regions. The four goals of the initiative are to:

- Create more classroom space in nursing programs;
- Provide more clinical education opportunities;
- Reduce student attrition rates; and
- Recruit additional nursing instructors.



**“With this new initiative we are going to improve the quality of healthcare everywhere in our state. We are going to provide more classes, more teachers and more resources to expand the ranks of nurses in California.”**

*Governor Arnold Schwarzenegger,  
April 13, 2005*



In the Sacramento region, over 600 new nurses would need to graduate yearly to meet the nursing workforce needs. The **Sacramento Employment and Training Agency/Sacramento Works** created the Regional Nurse Support (RNs) program to respond to the need. It received national recognition for achieving outstanding success in responding to the needs of businesses, while preparing a skilled workforce to further career growth.

The RNs program recruits, trains and retains licensed nurses to reduce the critical nursing shortage in local health facilities. The project was implemented through an eight-county regional partnership and is based in the One-Stop Career Centers where it seeks incumbent healthcare workers who want to increase their skills, returning nurses, graduates of earlier Workforce Investment Act projects, low-income workers and the unemployed.

The project's performance outcomes have exceeded expectations. The RNs program has enrolled a total of 214 participants, graduated 200 new nurses, and developed 95 new sustainable nursing slots. The project's attrition rate has been 7% during the program's three years, compared to a typical 30% or more in nursing schools locally and statewide.

Workers are communicating more easily and effectively on the job, making fewer mistakes, and increasing safety in the workplace. Pankl Aerospace, a large employer in southeast Los Angeles, manufactures cutting edge helicopter blades and rotors. Because the company employs many immigrants, who speak very little English, there were concerns about communication, safety and inevitable loss of production. In an attempt to resolve these issues, the company partnered with the South East Los Angeles County workforce investment board to develop a curriculum for Vocational English as a Second Language and Continuous Process Improvement. Both the Pankl/Board partnership and the workers themselves have been pleased with the results.

Thirty students are now attending a training class designed to train individuals interested in the field of automotive technology and to match these trainees with prospective dealerships. The training class was a result of \$600,000 grant awarded **Foothill Workforce Investment Board**. This program will serve at least ninety participants from the out-of-school youth, dislocated workers and underemployed population. The project calls for an aggressive recruitment strategy leading to a customized career assessment to identify potential candidates. Project services include:

- Comprehensive supportive services to address barriers
- Vocational training services
- Case management to ensure employee success
- Incumbent worker training

The United States Department of Labor identified the automotive industry as one of the largest industries in the U.S. It creates 6.6 million direct and spin-off jobs, and produces 5.6% of private sector payroll compensation.





**“Gilbert has been a valuable employee to our company. He is very flexible and a quick learner. The Anaheim Workforce Center has assisted us in hiring great employees.”**

*~Mr. TJ Chan, Supervisor  
Radian Communications*

### ***Keeping Pace with Demand***

As the technology supporting wireless fidelity advances and the demand for these services increase, telecommunications companies require motivated workers to erect and maintain the infrastructure that will meet consumer and business needs. Radian Communications, in partnership with the Anaheim Workforce Investment Board, has demonstrated its commitment to provide on-the-job training to insure that the company develops the workforce it requires as illustrated by the following success story:

Gilbert C., a 23-year old high school dropout, attended the Orange County Conservation Corp (OCCC) for 6 months during which time he completed his GED and worked in the construction field sites as a general laborer earning \$7.15 per hour. Upon graduation from OCCC, Gilbert enrolled into the program offered through the

**Anaheim Workforce Center.** Gilbert’s experience at OCCC enabled him to begin on-the-job training with Radian Communications as a Tower Hand Trainee. Gilbert averages 40 to 60 hours per week and with overtime earns an average of \$18-\$20 per hour. Recognizing his motivation and potential, Radian enrolled Gilbert in its Competence Climbing Certificate Training Program. Upon certification, Gilbert will receive a promotion that will result in a 20% increase in his base salary.

## *Governor's Targeted Funded Programs*

In Program Year 2005-06, \$17.9 million in Workforce Investment Act State discretionary funds was awarded to programs statewide that will help new workers find jobs and retrain existing workers in high-wage and high skill sectors of the economy. The grants are intended to:

- Prepare job seekers for high-wage, high skill jobs that help California's businesses succeed and expand.
- Provide customized service and training to help workers with special needs overcome employment barriers,
- Assist with the nursing shortage in healthcare
- Assist veterans who have significant barriers to obtaining meaningful employment.

Among the awards is a \$450,666 grant to **Community Services and Employment Training (C-SET)**, the community action agency for Tulare County, for high-wage, high-growth job training. C-SET has partnered with the Tulare County Redevelopment Agency and the Building Industry Association to meet the demand for skilled construction tradesmen. The program will open lucrative job opportunities in construction trades to at-risk older youth and unemployed adults.

The **Humboldt County Workforce Investment Board** (Local Board) also received a \$500,000 Advancing Workers with Barriers to Employment grant to implement the Newcomer Employment and Advancement Project (NEAP). The program is a partnership with industry leaders and employers to respond to the needs of the local immigrant workforce. As result of the partnership with the private sector, the Local Board identified the large demand to improve both work-readiness and workplace literacy skills in Humboldt County.

Additionally, **EASTBAY Works**, a collaboration of four Workforce Investment Boards, received a \$691,547 Nursing Shortage award for the Incumbent Nurse Upgrade Program. The program works closely with healthcare employers in Alameda and Contra Costa counties to provide an entirely employer-driven training program for Licensed Vocational Nurses (LVN) to become Registered Nurses (RN).

**“Governor Schwarzenegger is committed to keeping California’s businesses competitive in the global economy. These grants will take us a giant step closer to that goal. They will help our workers develop the skills they need to obtain high-wage jobs in this rapidly changing world.”**

*Victoria L. Bradshaw, Secretary  
Labor and Workforce Development Agency*

## *2005-2006 15% Discretionary Fund Awardees*

### *Growth Industries—High Wage, High Skill Job Training*

Community Services and Employment Training  
Foothill Employment and Training Consortium  
San Diego Imperial Counties Labor Council Training  
San Jose/Silicon Valley  
South Bay Center for Counseling

### *Industries with Statewide Need—Nursing Shortage in Healthcare*

Contra Costa County  
Downey Unified School District  
Kaiser Foundation Hospitals, Inc.  
Kern Community College District  
Long Beach City  
Los Angeles County College of Nursing and Allied Health  
Los Angeles Works  
Northern Rural Training and Employment Consortium  
State Center Community College District  
Verdugo Consortium  
Visalia Unified School District/ Visalia Adult School

### *Advancing Workers with Barriers to Employment*

Able-Disabled Advocacy, Inc.  
Humboldt County  
Opportunities Industrialization Center West, Inc.  
Para Los Niños  
Rubicon Programs, Inc.  
Spanish Speaking Unity Council

### *Veteran's Employment-Related Assistance Program (VEAP)*

Asian American Drug Abuse Program  
Inter-City Services, Inc.  
Lutheran Social Services  
Mother Load Consortium  
North County Interfaith Council  
Northern Santa Clara Valley Job Training Consortium  
Sacramento Veteran's Resource Center  
Solano County  
Swords to Plowshares  
Vietnam Veterans of San Diego

## Resources

### U.S. Department of Labor

<http://www.dol.gov/>

### DOL Employment and Training WIRED Initiative

<http://www.doleta.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.labor.ca.gov/cedp/default.htm>

### California Regional Economies Project

<http://www.labor.ca.gov/panel/espcrepindex.htm>

### California Workforce Investment Board

<http://www.calwia.org/>

### 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.edd.ca.gov/ONE-STOP/osfile.pdf>

### Employment Training Panel

<http://www.etp.cahwnet.gov/>

### Department of Industrial Relations

<http://www.dir.ca.gov/>

The cost and performance information required for California's Workforce Investment Act Title-I annual report for program year 2005-06 can be viewed on the State Board website at: [http://www.calwia.org/doc\\_files/Annual%20Report%20TABLES%20COMPLIED.pdf](http://www.calwia.org/doc_files/Annual%20Report%20TABLES%20COMPLIED.pdf)

The website link includes:

- Performance data tables for California's 50 Local Areas; and
- A summary of program outcomes in terms of cost and performance.

This information was prepared by the California Employment Development Department.

In PY 2003-04, the State Board contracted with an independent research team from the University of California at Davis to conduct California's first State WIA evaluation.

The Third Interim Report "Implementing WIA at the Local Level: A Comparative Analysis of 10 Local Workforce Areas in California," and the Fourth Interim Report "The Workforce Investment Act and California Youth: Implementing Local Youth Councils and Youth Programs," will be completed in the Fall of 2006. They will be on the State Board's website as soon as they are available along with the first two interim reports.

[www.calwia.org](http://www.calwia.org)

