LOS ANGELES COUNTY WORKFORCE DEVELOPMENT BOARD
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
LOCAL AREA PLAN FOR PROGRAM YEARS 2017-2021

2019 BIENNIAL MODIFICATION

2019 BIENNIAL MODIFICATION
TO 2017-2021 L.A. COUNTY WIOA LOCAL AREA PLAN

TABLE OF CONTENTS

		Page
I.	Partnerships & Strategies to Support Expansion of Los Angeles County CalFresh Employment and Training Program	1
II.	Partnerships & Strategies to Increase Engagement of Non-Custodial Parents in Workforce Development Services & Career Pathway Employment Opportunities	4
III.	Strengthened Collaboration with Competitive Integrated Employment Partners to Support Individuals with Intellectual and Developmental Disabilities into Integrated Employment Opportunities	6
IV.	Partnerships & Strategies to Increase Engagement of English Language Learners, Foreign Born Individuals and Refugees in Workforce Development Services & Career Advancement Partnerships	7
V.	Updates on Progress in Implementation of the L.A. County Workforce Development Board 2017-2021 Local Plan	8
VI.	Attachments	
	Attachment A: Stakeholder and Community Outreach and Involvement in the Biennial Modification to the 2017-21 L.A. County WDB Local Plan	i
	Attachment B: Background and Assessment of CalFresh Participant Needs	v
	Attachment C: Background and Assessment of Non-Custodial Parent Needs	ix
	Attachment D: Engagement with Local Competitive Integrated Employment Partners	xii
	Attachment E: Background and Assessment of Need of English Language Learners, Foreign Born Individuals and Refugees	xiv
	Attachment F: Public Comments in Disagreement with Local Plan	xvi
VII.	Exhibits	
	Exhibit A-1: Flyers for 10 Stakeholder Forums	
	Exhibit A-2: Email Bulletins Notifying Stakeholders on 10 Forums	
	Exhibit A-3: Attendee Lists for the 10 Stakeholder Forums	
	Exhibit A-4: Documentation of Notification of All 10 Forums to State Board	
	Exhibit A-5: Agendas of 10 Stakeholder Forums	
	Exhibit A-6: Stakeholder Forum PowerPoint Presentations	
	Exhibit A-7: Meeting Notes of the 10 Stakeholder Forums	

LOS ANGELES COUNTY LOCAL PLAN
PY 2017-21 TWO YEAR MODIFICATION

The biennial modification (Modification) to the Los Angeles County Workforce Development Board (WDB) 2017-21 Local Area Plan outlines strategies to establish and grow partnerships to improve workforce development services, supportive services, and outcomes for CalFresh recipients, unemployed/under-employed non-custodial parents[1], persons with intellectual and/or developmental disabilities, English language learners, refugees, the foreign born, and others who traditionally experience barriers in securing and maintaining employment. It also outlines mechanisms put in place by Los Angeles County Workforce Development, Aging and Community Services (WDACS)—the fiscal and programmatic administrator of the County's public workforce system— to regularly assess and respond to changes in the region's labor market and economic conditions. Additionally, the Modification summarizes progress WDACS has made, on behalf of the WDB, on its Local Plan goals. Finally, the Modification underscores the role WDACS plays in facilitating partnerships, leveraging resources and coordinating programs of Los Angeles County departments with the Regional Planning Unit's (RPU's) countywide public workforce development system. To inform the Modification, WDACS conducted robust outreach and engagement with a broad spectrum of multi-disciplinary stakeholders through a series of ten (10) stakeholder forums conducted throughout the County from September 25 to November 27, 2018 (outlined in detail in Attachment A, page i).

I. PARTNERSHIPS & STRATEGIES TO SUPPORT EXPANSION OF EMPLOYMENT & TRAINING FOR CALFRESH RECIPIENTS

To inform its Plan Modification to engage and work with the County human service agency—Los Angeles County Department of Public Social Services (DPSS)and other local CalFresh Employment & Training (CFET) partners to serve our region's CalFresh population, WDACS conducted two stakeholder forums with a broad base of government, community, and business stakeholders who work to support CalFresh recipients into self-sufficiency. Attachment B (page v) contains supplemental narrative that provides an overview of the population, barriers experienced, resources identified to address barriers, types of workforce services needed, and current collaboration among workforce, social service and other partners, all of which informed the Plan Modification.

To maximize County resources to grow the region's economy and assist more residents into sustainable-wage jobs, the Los Angeles County Board of Supervisors (Board) established a Workforce Development Alignment Plan. This plan calls for the coordination of all County efforts to prepare and place residents into employment, and asks that these efforts, effected by multiple County departments, are fully aligned and leveraged with the RPU's regionwide workforce development system. To meet its goals in this way, the Board designated WDACS to serve as the lead in coordinating County department partnerships with the RPU's seven (7) workforce development boards to align County training, employment, and social service programs with those of AJCCs regionwide. To this end, WDACS engaged DPSS, on behalf of the RPU, in planning to expand the County's CFET program to serve more justice-involved, homeless and other high-risk job seekers by utilizing programs and resources of AJCCs and their partners. To inform these plans, WDACS facilitated DPSS's provision to the RPU of key demographic and other data on the region's CalFresh population and CFET program participants (see Attachment B, page v.)

To better assist job seekers with multiple barriers to employment in entering the workforce, WDACS has doubled its efforts to develop partnerships, programs and resources that can be leveraged with the federal funding that supports

[1] Note that the County of Los Angeles uses the term "Persons Paying Support" when referring to the population commonly known as "Non-Custodial Parents;" however, for the purposes of remaining in alignment with the State Plan Modification, this document refers to the population as Non-Custodial Parents.

the RPU's public workforce development system. Partnerships that WDACS has developed in this way include those with the Los Angeles County Probation Department, social enterprises, adult schools, community colleges, and many others. As a result of these efforts, WDACS has established programs supported by funding that can now be used to leverage the Supplemental Nutritional Aid Program (SNAP) 50 percent reimbursement the federal government provides to public social service agencies when non-federal dollars are used to provide CalFresh recipients with certain types of employment and training services. On behalf of the RPU, WDACS has been meeting with DPSS to discuss feasibility and details related to modifying the County's current CFET plan to the state to expand the County's CFET program utilizing the following strategies:

(1) Leverage a portion of the $7.1 million/year in County Measure H funding WDACS allocates to the RPU on behalf of the County for homeless employment services in order to expand employment and training services for the homeless;
(2) Leverage non-federal funding of social enterprises with which the County is partnering to provide employment service to the homeless to expand employment and training opportunities to homeless individuals throughout the RPU;
(3) Leverage a portion of the $4.75 million/year in State Senate Bill 678 (SB678) funding that WDACS receives from the Probation for specialized workforce services for Probationers to expand employment and training services to the region's Adult Probation populations;
(3) Leverage community college and adult school non-federal dollars to expand employment and training to students receiving CalFresh.

The baseline level of service provided by the County's current CFET program includes six workforce services (job search, job club, workfare, education, vocational training, and post-employment services) provided to individuals considered employable General Relief recipients. With the partnerships developed and non-federal funds identified by WDACS, the County's current CFET plan has the potential to be modified to bring the number of services provided from six (6) to eleven (11) (see Table 1), and to expand CFET services to include adult and young adult homeless and justice-involved individuals.

TABLE 1

CURRENT CFET COMPONENTS	CFET COMPONENTS WITH PROPOSED MODIFICATION
1. Job Search	1. Career Development & Employment Case Management
2. Job Club	2. Personal Development Training
3. Workfare	3. Supportive Services
4. Education	4. Financial Literacy
5. Vocational Training	5. Soft Skills/Life Skills Development
6. Post-Employment Services	6. Basic Numeracy & Literacy
	7. Transitional Employment
	8. On-the-Job Training
	9. Vocational Training
	10. Pre-Apprenticeship & Apprenticeship Programs
	11. Employment Retention Services & Incentives

Leveraging County Measure H Funding: In response to L.A. County's homelessness crisis, the Board of Supervisors approved 47 strategies to combat homelessness. Subsequently, voters passed Measure H authorizing a .25 percent county sales tax to provide $355 million annually over ten years to fund homeless strategies. WDACS receives just over $7 million in Measure H funding a year to allocate to the RPU workforce development boards to provide homeless employment services and programming. The Los Angeles City and County WDBs work collaboratively to implement the *Los Angeles: Regional Initiative for Social Enterprises* (LA:RISE) program, which unites AJCCs with social enterprises to help those impacted by homelessness attain jobs and stay employed. Social enterprises provide transitional subsidized employment and intensive wrap-around supportive services, while AJCCs provide career planning, job training, assistance into unsubsidized employment, employment retention incentives, and post-employment services. The five remaining WDBs utilize their Measure H funding to implement the *Homeless Opportunity for Meaningful Employment* (HOME) program which combines subsidized employment paired with AJCC employment services to assist participants in obtaining unsubsidized employment. The use of Measure H funding to expand LA:RISE to additional homeless individuals who are CalFresh recipients would maximize the expertise of social

enterprises in outreaching to and engaging the target population, and in providing intensive, wrap around supportive services to help support CalFresh recipients stay engaged in workforce development training and services to secure unsubsidized employment.

Leveraging Social Enterprise Non-Federal Funding Partnerships with social enterprises to provide the LA:RISE program is just one example of the County's efforts to support and partner with social enterprises as a strategy to assist those with the greatest barriers to employment and who are most reliant on County systems (County "priority populations[2]") in establishing a pathway to self-sufficiency. Social enterprises have a track record of providing benefits to the community, and services to the most vulnerable. The County has established a process to certify social enterprises and provide them opportunities to gain contracts to provide County services by employing individuals from the Priority Populations. WDACS plans to help harness non-federal dollars that fund social enterprises as another strategy to increase the number of homeless and justice-involved individuals who are engaged in CFET employment and training.

Leveraging State SB678 Funding**:** WDACS, Probation, and the County of Los Angeles Department of Health Services (DHS) have partnered to create and implement the INVEST program to prepare adults on Probation for permanent employment along a career pathway. To support INVEST, Probation has invested $4.75 million a year of SB 678 funds in the County AJCC system to provide specialized workforce development services. Services are delivered by AJCC Career Development Specialists and Business Services Representatives who work hand-in-hand with Probation Officers co-located at select AJCCs. AJCC and Probation staff have been trained together in National Institute of Corrections Offender Workforce Development Specialist training on evidence-based practices in assisting former offenders to enter the workforce. AJCC staff and Probation Officers conduct regular INVEST outreach and recruitment at Probation Area Offices and work together to prepare and train Probationers for employment, provide job retention incentives, and support career advancement. Leveraging SB 678 funds to expand INVEST to Adult Probationers who are CalFresh recipients will allow the CFET program to maximize intensive supportive services provided to the justice-involved population by DHS-subcontracted community-based organizations as part of INVEST. It would also maximize for CFET program participants the sector-pathway partnerships developed for INVEST including, for example, with Career Expansion, Inc**.** to provide justice-involved individuals Building Trades Pre-Apprenticeship Multi-Craft Core Curriculum (MC3) 130-hour construction training that provides a pathway to registered apprenticeships and careers in the trades.

Leveraging Community College and Adult School Non-Federal Funding: Three of the County's AJCCs are co-located at education institutions (L.A. Southwest College, Hacienda La Puente Adult School, and Richard N. Slawson Southeast Occupational Center). WDACS plans to partner with these schools to assist them in identifying, using and tracking their non-federal dollars to leverage the federal SNAP E&T 50% reimbursement for employment and training services offered to students who are CalFresh recipients. WDACS is already in close partnerships with these schools to support and retain students from the County's Priority Populations in sector pathway programs as they progress into livable wage jobs. These partnerships can be maximized for CFET participants if this strategy is invoked. For instance, WDACS is working in close partnership with L.A. Southwest College, Los Angeles World Airports (LAWA), and the Los Angeles/Orange Counties Building and Construction Trades Council to assist job seekers from County priority populations onto building trade career pathways through the *HireLAX Apprenticeship Readiness Program*. Participants receive free training to prepare them for entrance into union apprenticeships, as well as comprehensive

[2] The County's priority populations include, but are not limited to, the homeless, the justice-involved, disconnected youth (including Probation and Transition-Aged Youth), English Language Learners, recipients of public assistance, Veterans, those with disabilities, and members of the lesbian, gay, bi-sexual and transgender (LGBT) community.

case management provided by the AJCC to help participants develop soft skills and overcome barriers to employment. Under the HireLAX framework, program graduates are connected to union apprenticeship programs to begin their construction careers related to a $15 billion capital improvement project at LAX airport. Table 2 below summarizes the funding sources and strategies under consideration to expand the County's CFET program.

TABLE 2

STRATEGIES UNDER CONSIDERATION TO EXPAND LA COUNTY CFET				
Funding Source	L.A. County Measure H Funding	Social Enterprise Non-Federal Funding	State SB 678 Funding	Community College/Adult School Non-Federal Funding
Non-Federal $	$7.1 million	TBD	$4.75 million	TBD
Target Population	The Homeless	The Homeless & Justice-Involved	Adult Probationers	Homeless & Justice-Involved Students
Partners	WDACS, DPSS, County CEO, Social Enterprises (Chrysalis, Goodwill, Center for Employment Opportunities)	WDACS, DPSS, Social Enterprises	WDACS, DPSS, Probation, DHS, Career Expansion Inc.	WDACS, DPSS, Probation, DHS, L.A. Southwest College, Hacienda La Puente Adult School, Richard N. Slawson Occupational Center

On behalf of the RPU, WDACS is meeting regularly with DPSS to determine which of the above-outlined strategies will be invoked to expand the County's CFET plan with the state. This includes expanding an existing data-sharing agreement that would allow WDACS and potential third-party partners to verify the status of participants in programs whose funding will be used to leverage the federal reimbursement to expand CFET. WDACS is working with subject matter experts with significant expertise in federal SNAP E&T and California CFET to guide WDACS and DPSS in determining the best strategies to expand the County CFET program.

II. PARTNERSHIPS & STRATEGIES TO INCREASE ENGAGEMENT OF NON-CUSTODIAL PARENTS IN WORKFORCE DEVELOPMENT SERVICES & CAREER PATHWAY EMPLOYMENT OPPORTUNITIES

Workforce & Child Support Referral Program To increase access to workforce development services, improve coordination of supportive services, enhance job retention assistance, and improve employment outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents, WDACS and the County's child support agency, the Child Support Services Department (CSSD), have partnered to create a referral program—the Child Support/AJCC Referral Program--aimed at reducing this population's barriers to employment. Both CSSD and WDACS recognize that a major barrier faced by this population is the suspension and revocation of driver's and professional licenses due to outstanding child support obligations. Most jobs in California require proof of a current driver's license; hence, non-custodial parents (NCPs) who have had their license suspended or revoked often have difficulty securing employment, further preventing them from fulfilling child support payment obligations. To incentivize these individuals to engage in AJCC workforce development programs and services, WDACS and CSSD have established an agreement, formalized in a Memorandum of Understanding (MOU), that those referred to, enrolled in and actively engaged in AJCC workforce programs and services will have their licenses conditionally released and potentially reestablished on condition that a child support payment plan is established and adhered to. Those who fulfill these conditions may have their license(s) reinstated for a year, providing them a better chance to obtain employment, remain gainfully employed, and become compliant with child support payment obligations. The Referral Program is fully supported by CSSD and AJCC leveraged resources. Participants that are homeless or justice-involved are co-enrolled in the LA:RISE or INVEST program, respectively, so that they are able to receive intensive supportive services, subsidized employment and employment retention assistance.

Innovative Automated Referral System To facilitate referrals from CSSD to the AJCCs, WDACS has developed an innovative Automated Referral System (ARS) to automate referrals from CSSD to AJCCs. CSSD staff complete an

online application that electronically identifies the five closest AJCC(s) by geocoding the NCP's address. WDACS then directs the individual to the closest AJCC, unless a different AJCC is preferred. The ARS allows AJCC staff to notify CSSD that the referral has been received and if/when the referred individual has been enrolled into an AJCC workforce program. Once the individual is enrolled, all other data related to workforce program participation and outcomes is tracked in CalJOBS. WDACS then pulls data from both CalJOBS and the ARS to create monthly dashboards that provide WDACS, the AJCCs and CSSD data on program referrals, enrollments, training completions, employment placements, and demographic data.

Progress and Future Plans: In the first phase of piloting the Referral Pilot (July 2017 - December 2018), 295 NCPs were referred to AJCCs by CSSD, 68 of whom were enrolled in an AJCC program. Twenty-two (22) of those enrolled have secured permanent unsubsidized employment. With the first phase complete, WDACS is now taking the lead in working to expand the program RPU-wide. CSSD has committed to the RPU-wide expansion, and the L.A. County WDB has begun discussions with the other WDBs regarding program expansion through the L.A. Basin RPU Regional Plan Modification planning process. To inform plans to scale up the Referral Program and grow partnerships to better engage and serve the population, the County conducted two forums with a broad array of stakeholders who serve those in the County's Child Support program. Exhibits A1-A7 (pp i-xvi) contain flyers, agendas, sign-in sheets, PowerPoint presentations, and meeting notes of the stakeholder forums. Attachment C provides an overview of the population, barriers experienced, resources to address barriers, types of services needed, and services currently being provided to the population, as identified in the stakeholder forums. Based on input received through the forums, L.A. County plans to collaborate with partners and stakeholders to implement the following strategies to increase engagement of non-custodial parents in workforce development services & career pathway employment opportunities:

- Support and train AJCC and partner staff to increase the provision of coaching, pro-social habit development and system navigation;
- Develop common messaging and materials so that AJCCs, CSSD and their partners are able to educate non-custodial parents on the impact of employment income on public assistance benefits, and the advantages of being employed;
- Identify funding for training stipends and employment retention incentives for non-custodial parents;
- Standardize processes for AJCC and partner referrals to mental health, housing, parenting, dispute resolution, and other resources that serve parents;
- Grow partnerships with trade unions and intermediaries to increase participation in pre-apprenticeship programs that include intensive supportive and wrap-around services;
- Augment current cross-system, cross-agency trainings to increase the success of system-to-system referrals;
- Increase and coordinate business engagement to develop bridge job and permanent employment opportunities, and better assess skills needed and credentials valued by employers;
- Facilitate partnerships between training institutions and businesses to develop trainings that meets business/industry needs;
- Identify and develop more intensive, short-term trainings to be conducted at AJCCs and work sites to help non-custodial parents quickly gain skills to secure employment and advance in careers.

Sector Strategies: For this population, as well as for the others that are the focus of this Modification, WDACS has established partnerships to support specific sector-based career pathway strategies. One such strategy is the *Construction Pre-Apprenticeship Pipeline Project* that works to increase the number of parolees who enter state-approved construction apprenticeship programs by engaging them in MC3 training through local providers such as Flintridge Center, YouthBuild, Conservation Corps, Anti-Recidivism Coalition, L.A. Southwest College, L.A. Trade Tech, L.A. Unified School District, and Women in Non-Traditional Employment (WINTER). A key partner in the

pipeline project is the L.A. and Orange Counties (LA/OC) Building and Trades Council which oversees the Construction Union Apprenticeship Training programs in Los Angeles and Orange counties, represents 48 local unions in 14 Trades, and negotiates Project Labor Agreements (PLAs) with entities such as the Los Angeles Airport, L.A. Unified School District, Port of Los Angeles, L.A. County Metro, NBC Universal, and others.

Other sector strategies WDACS will continue to facilitate on behalf of the RPU include public sector pathway initiatives for which the L.A. County Department of Human Services (DHR) has identified entry-level positions within several County departments accessible to vulnerable populations that lead to career advancement within County government. Such initiatives include: the Youth Bridges Program that trains and mentors Probation and Transition-Age Youth into County entry-level jobs that promise career growth; Temp L.A. that places homeless and justice-involved individuals in temporary jobs in County departments with the goal of transitioning participants into permanent positions; and the Worker Education & Resource Center (WERC) High Road Training Partnership that provides training tailored to vulnerable populations to prepare them for occupations within County government. WDACS plans to work, on behalf of the RPU, to ensure that AJCC job seekers throughout the region will have access to these public sector training and career path opportunities.

III. STRENGTHENED COLLABORATION WITH COMPETITIVE INTEGRATED EMPLOYMENT PARTNERS TO SUPPORT INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES INTO INTEGRATED EMPLOYMENT OPPORTUNITIES

WDACS plans to support "Competitive Integrated Employment," an emerging national movement to recognize the right of people with intellectual and developmental disabilities (ID/DD) to work in integrated settings with people without disabilities and to earn a livable wage. The California Workforce Development Board (State Board) and the Department of Rehabilitation (DOR) formed a partnership and developed state-wide Competitive Integrated Employment (CIE) policy and strategy outlined in the State's CIE Blueprint (2017). Key partners to the CIE strategy include DOR, the State Board, the California Department of Education (CDE), and the Department of Developmental Services (DDS). In July 2017, the CIE partners created the Local Partnership Agreement (LPA) Template to guide LEAs, DOR districts, and DDS regional centers in establishing agreements to create more CIE opportunities for individuals with intellectual disabilities and developmental disabilities (ID/DD). The LPA Template was designed to facilitate discussion among partners towards the goal of establishing collaborative plans to assist individuals in achieving CIE.

To inform its plans to strategically engage with CIE partners to increase integrated employment for the ID/DD population, WDACS conducted research on the LPAs being developed in the RPU and identified the partners to each. Once identified, WDACS convened a special meeting (10/17/18) of partners to all ten (10) LPAs being developed in the region to assess the status of development of each and begin discussions on how the County AJCCs might work more strategically with each on business outreach and engagement to develop competitive integrated employment opportunities. An overview of each LPA, its partners, and the status of its development is outlined in detail in Attachment D (page xii). Of the ten (10) LPAs being developed, only one is finalized: the San Gabriel Valley LPA to which the County's East San Gabriel Valley Comprehensive AJCC is partner and has been actively involved with regard to LPA development. At the LPA partner meeting, all LPA partners agreed that DOR, the regional centers, and the school districts need to rely on the AJCCs to a much greater degree to conduct employer recruitment and engagement for shared efforts. As such, WDACS will continue to attend the on-going partnership meetings of each LPA to continue to determine the AJCC business outreach and engagement tools, strategies and marketing materials that can be leveraged by the LPA to create more opportunities for the ID/DD population.

To assist ID/DD individuals into career pathway employment, WDACS has partnered with Goodwill and the Verdugo WDB on a Uniquely-Abled (UA) Program that focuses on the creation of vocational opportunities for the uniquely-abled, including the ID/DD population, by matching their abilities to the needs of local employers in such sectors as hospitality and advanced manufacturing. The program consists of a 12-week intensive, certificated training in such occupations as Computer Numerical Control (CNC) machinist and welders. The program leverages funding from DOR and features support from staff of local regional centers and social service agencies. Once participants complete training, they are matched to jobs that start at wages of $14.00 - $20.00 per hour, which are considered livable wages for entry level employment in these sectors. The program has successfully placed 100% of its 2nd cohort of fifteen (15) participants and has been instrumental in creating career pathways for ID/DD individuals in occupations within sectors such as aerospace and manufacturing which would typically require 3-5 years of experience to gain access. The program is now entering its third cohort supported by L.A. County WDB Innovation Funds and involving the County's Santa Clarita AJCC and education partner College of the Canyons. In addition to expanding the UA program, the WDB plans to explore the possibility of using its innovation funds to expand other established sector pathway efforts serving this population, such as the New Horizons' program that trains and places ID/DD individuals in positions in retail and restaurants, including with Outback Steakhouse, Walgreens, Albertson's and Vons. In addition, WDACS plans to develop AJCC staff skills in serving the ID/DD population through training.

IV. PARTNERSHIPS & STRATEGIES TO INCREASE ENGAGEMENT OF ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES IN WORKFORCE DEVELOPMENT SERVICES & CAREER ADVANCEMENT

To inform its Plan Modification to increase engagement of English language learners (ELLs), foreign born individuals, and refugees in workforce development services and to support their career advancement, WDACS convened government, education, community-based and other partners to discuss strategies to share resources, align services, coordinate supportive services, promote retention in training, and increase access to sector pathway programs for this target population. These convenings occurred September 25, 2018 at Pomona City Hall and November 20, 2018 at Centro Maravilla Service Center in areas that have high concentrations of immigrant and refugee populations. Based on stakeholder input from these forums, Attachment E (page xiv) provides an overview of the population, barriers to employment, specialized needs, identified gaps in workforce system services, outreach and recruitment strategies, and coordination and alignment among partners serving the ELL, foreign born, and refugee population.

To increase engagement of the population, WDACS plans to build upon its current, well-established partnerships with local Title II adult education providers. The County's East San Gabriel Valley AJCC and South East L.A. AJCC Affiliate are co-located at Adult schools, Hacienda La Puente Adult School and Richard N. Slawson Southeast Occupational Center, respectively. Additionally, all the AJCCs enjoy strong partnerships with their local school districts which serve to enhance coordination of AJCC workforce development services with adult education English as a Second Language (ESL) classes to support ELL job seekers and employees in learning language skills directly related to vocations in which they are seeking employment or career advancement. Vocational English as a Second Language (VESL) programs offered through these education partners are developed through collaboration between adult school and business partners so that curriculum is infused with the terminology and language proficiency needed for particular job functions. VESL courses also serve as a bridge for participants into credit-earning courses. WDACS encourages that a VESL component be part of any AJCC work-based learning or training activity in which an individual from this target population is engaged.

In addition to partnerships with adult education, the East L.A. AJCC collaborates closely with New Opportunities, a non-profit organization that provides disenfranchised and at-risk populations training in academic, vocational, social and emotional skills required for obtaining work skills. The co-location of New Opportunities at the AJCC allows the

ELL job seeker to receive services in an inviting setting from staff familiar with their needs and circumstances. Together, the AJCC and New Opportunities have engaged industry sectors and employers amenable to hiring English language learners. The East L.A. AJCC is operated by Catholic Charities which also operates immigration and refugee services, including legal support, which allows for coordinated and aligned workforce development and legal services under one roof. The Hospitality Training Academy (HTA) coordinates its services with many of the County AJCCs to provide ELLs vital training to support their employment within the hospitality sector. AJCCs and HTA reach out to employers in tandem in advance of the job seeker's interview to let the employers know interviewees are receiving support in learning English. HTA also collaborates and aligns with local Korean churches to connect Korean English language learners to training and employment opportunities in the hospitality sector.

Instrumental to engaging this population in workforce services has been the use of the County's Community and Senior Service Centers. In addition to administrating the County's workforce development system, WDACS also runs the County's Community and Senior Service Centers which serve as an instrumental bridge to the community, particularly to the immigrant and refugee communities in such areas of the County as East Los Angeles and the San Gabriel Valley. The centers offer a connection to immigrant and refugee services, food banks, and other services that attract this target population. WDACS has been able to utilize its centers' connections to this community to better educate them and engage them in AJCC workforce development services. Additionally, WDACS plans to work more closely with the County's Refugee Employment Program, an employment program for refugees in the County's GAIN program administrated by DPSS. Finally, to ensure responsive and accessible services, WDACS has created and directed its AJCCs to follow distinct policies and protocols for ensuring those with limited English proficiency have equal and unfettered access to AJCC workforce development services.

V. UPDATES ON PROGRESS IN IMPLEMENTATION OF L.A. COUNTY WORKFORCE DEVELOPMENT BOARD 2017-2021 LOCAL PLAN GOALS

In the first two years of implementation, WDACS has made progress on many of the WDB's Local Plan Goals. The work WDACS has undertaken in this way supports the Board of Supervisors' goal to fully optimize the County's workforce and economic development efforts to increase impact on improving the livelihoods of residents and strengthen economic development opportunities for high-growth sectors in our region. As the County's workforce development programs are primarily administered by WDACS, the Board of Supervisors designated WDACS to serve as the lead in coordinating all County department efforts to prepare and place residents into employment, standardize tracking of program performance measures, and ensure all County efforts are fully aligned and leveraged with the RPU's workforce development system. To this end, WDACS and the other relevant County departments have made major strides in improving coordination, linking job services to high growth industries, conducting more intentional outreach to people with barriers to employment, increasing partnerships with community-based organizations and social enterprises, developing campaigns to engage the private sector to hire justice-involved populations, and co-locating employment and training services in schools and community colleges in underserved communities.

To meet both Board of Supervisor workforce and economic development alignment goals, as well as WDB goals to strengthen economic development and business needs, WDACS has bolstered its Economic and Business Development Division (formerly referred to as the Business Services Division) by adding staff skilled in a variety of labor market analytic tools from companies such as Dun and Bradstreet and Economic Modeling Specialists International (EMSI). These tools provide AJCC Business Services Representatives (BSRs) with up-to-date intelligence on businesses in their area to aid business engagement efforts. The tools also allow WDACS to regularly assess and respond to changes in the region's labor market and economic conditions. These tools complement additional

WDACS strategies to remain informed on and responsive to policy and trends related to regional economic landscape changes through on-going partnerships with the California Workforce Association (CWA), U.S. Conference of Mayors, L.A. Area Chamber of Commerce, L.A. Economic Development Corporation (LAEDC), and the Center for Competitive Employment.

WDACS provides AJCC BSRs regular technical assistance and training to increase their professional business engagement skills, provide policy direction, guide strategic and coordinated outreach, and review performance with regards to outreach and assessment of business needs. WDACS has ensured that there are two BSRs at each of the seven Comprehensive AJCCs, and one BSR at the remaining AJCCs, responsible for matching jobs seekers to available jobs, maintaining relationships with business, developing employment opportunities, establishing work-based learning experiences, brokering on-the-job training (OJT) contracts, and developing customized trainings. AJCC BSRs have received accredited Business Services Professional Development training from *Business U*[3] on actively engaging business and industry regarding the development of career pathways in in-demand priority sectors.

One of the main goals of the Board of Supervisors' workforce and economic development alignment efforts is to ensure that more individuals from the County's priority populations enter the workforce and establish a path to self-sufficiency. To meet the Board's goals in this way, WDACS, on behalf of the RPU, has worked closely with relevant County departments to systematically register job seekers into CalJOBS and establish data-sharing MOUs to assist alignment of services and outcome reporting. To date, WDACS has established data-sharing MOUs with DPSS, Probation, DHR and DHS. Additionally, WDACS has assumed the lead on the system alignment work relative to the RPU's P2E efforts to align the countywide workforce development system, State Parole, County Probation and other relevant stakeholders in coordinating assistance to the justice-involved in accessing and receiving workforce development programs and supports in a uniform manner across the region. To this end, WDACS is leading the RPU's efforts to assess and align State, regional and local data systems affecting the justice-involved population and execute a partnership agreement among the WDBs, the California Department of Corrections and Rehabilitation (CDCR), Probation and DHS to support the P2E alignment efforts.

WDACS has also made significant strides in its goal of creating system inclusiveness and accessibility by expanding earn & learn and other workforce development opportunities for County priority populations. For instance, WDACS has significantly expanded workforce services to the homeless population. Each year WDACS receives Measure H funding which it is responsible for allocating to the RPU's workforce development boards for homeless employment programming. The L.A. City and L.A. County WDBs work collaboratively to partner with social enterprises to implement LA:RISE, and the five other WDBs in the RPU utilize their Measure H funding to implement the HOME program. Both programs combine transitional subsidized employment with AJCC employment services to assist participants in obtaining unsubsidized employment. In FY 2017-18, these combined efforts provided almost 800 homeless individuals with subsidized employment and career services, 260 of whom secured permanent, unsubsidized employment.

In the past two years, WDACS has also greatly expanded services to the justice-involved population through its Jail-Based Job Center, INVEST program, and several youth workforce development initiatives. To increase access to workforce services for County jail inmates, WDACS partnered with the County Sheriff and several other departments to establish a Jail-Based Job Center at Pitchess Detention Center in Castaic, CA. The Center provides inmates who are within 3-6 months of release with a continuum of pre and post-release workforce development services that include employment readiness workshops, pro-social skill development, career planning, peer supports, intensive navigation

[3] https://www.business-u.net/

into AJCC services upon release, job training, job search assistance, and employment retention services. The center has served 200 inmates since its inception in October 2017. The County Board recently moved to expand the Center to the County's women's jail, Century Regional Detention Center.

To expand access to services for those on County Adult Probation, WDACS has partnered with Probation to establish the INVEST program in which Probation Officers are co-located at County AJCCs and work hand-in-hand AJCC staff utilizing evidence-based practices to prepare and train probationers for employment, provide job retention incentives, and support career advancement. Since July 2018, the program has served 318 individuals on Adult Probation, 52 of whom have secured full-time, unsubsidized permanent employment. WDACS and Probation are working with the L.A. City WDB to expand INVEST to L.A. City WorkSource Centers beginning July 2019, with South Bay WDB to expand INVEST to their workforce development area sometime in 2019, and, through the Prison-to-Employment (P2E) process, are exploring with the other WDBs the potential of expanding INVEST to the remaining workforce development areas.

WDACS has also partnered with Probation, the L.A. Area Chamber of Commerce and several County departments to expand earn and learn opportunities for justice-involved, foster and other disconnected young adults. For instance, in the L.A. County Youth Bridges Program, WDACS is working closely with the County DHR and several County departments, including Parks and Recreation and Beaches and Harbors, to support justice-involved and foster youth onto career paths in the public sector. The program includes career education and exposure, employment preparation, work-based learning and, in some cases, guaranteed interviews for entry-level jobs with County departments. For this effort, DHR has identified several positions that lend themselves as accessible entry-level jobs for the targeted populations that lead to concrete career advancement opportunities in the public sector.

Though major strides have been made in aligning programs and resources to increase the impact of the County's workforce development efforts on regional economic economy, the Board of Supervisors is considering further restructuring of relevant County departments and programs to achieve greater impact in this way. To this end, the Board has contracted with the University of California, Berkeley to conduct a thorough study of the County's workforce and economic development programs and infrastructure. This study is expected to result in concrete recommendations and timelines to further innovate the County's workforce and economic development system to better serve its constituents with job training and career opportunities to achieve greater impact on regional economic growth.

ATTACHMENT A

SUPPLEMENTAL NARRATIVE

STAKEHOLDER & COMMUNITY OUTREACH AND INVOLVEMENT IN TWO-YEAR REVIEW OF THE LOCAL PLAN

Outreach & Engagement Strategies to Secure Broad & Informed Stakeholder Input**:** To inform its Local Plan Biennial Modification, the WDB conducted ten (10) stakeholder forums from September 25 to November 27, 2018, two of which were held after business hours. A full schedule of forums conducted can be found through the following link:

https://workforce.lacounty.gov/expanding-the-vision-for-workforce-development-in-l-a-county/?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term

To conduct the forums with broadest possible base of input, the WDB compiled a Stakeholder Forum Master Distribution list of stakeholder and community engagement contact information from the following: the Directory of Planning Partners & Interactive Corrections Map provided by CAWDB; subscribers to the WDB's Quarterly Meeting invitation list; subscribers to County's "Workforce Development News" using County of L.A.'s GovDelivery subscription service; RSVPs from the County's AJCC Grand Openings, WDB Special Meetings, and other AJCC and workforce development events; and lists of local stakeholder and community contact information provided by the fifteen (15) County AJCC operators. The master distribution list (available upon request) utilized to conduct stakeholder forum outreach to partners that serve the CalFresh, Child Support, Competitive Integrated Employment, and English language learner populations contains the contact information of approximately 10,000 professional individuals from organizations serving the RPU. Partners outreached to include businesses, economic development partners, business assistance providers, County agencies, community colleges, adult schools, community-based organizations, social enterprises, faith-based organizations, and other community engagement and advocacy groups.

The GovDelivery platform was utilized to send out formal notices to all individuals on the distribution list. To advertise the forums, the WDB created and utilized unique marketing materials such as posters, flyers, and digital media distributed via social media (Facebook, Twitter, Instagram, and LinkedIn) and featured on a webpage linked to the front page of two websites managed by the County: https://workforce.lacounty.gov/, which services the jobseekers, and https://wdacs.lacounty.gov/, which is the WDACS department site.

Plan modification and stakeholder forum marketing efforts were unified under the tagline "*Expanding the Vision for Workforce Development in L.A. County.*" This allowed each social media platform to be marketed using respective Search Engine Optimization (SEO) results from hashtags such as "#workforcedevelopment", "#wioa", and "#lacounty", as well as from web-based community interactions such as sharing, liking, or commenting. The optimization and marketing tagline for *"Expanding the Vision"* ranks 4th by utilizing Google from a search engine of approximately 50 million results. In addition, posters were posted in the lobbies of WDACS' headquarters and of the fifteen (15) County AJCCs. Flyers were circulated in paper and digital form.

To further enhance outreach to effect strong attendance at the forums from a broad array of stakeholders from throughout the region, County AJCCs conducted outreach via phone and email to their respective local stakeholder and community contacts. To track stakeholder meeting attendance and to further assist with

promotion of the event, the WDB utilized the Eventbrite platform. Each stakeholder meeting was published under a unique event URL (uniform resource locator) hyperlink and the settings for each meeting was set to Public (opposed to Private). This allowed each event to be marketed using Eventbrite SEO results for tags such as "Government" and "Things to Do in [city/community of venue]".

Approach to Conducting Population & Partnership-Specific Stakeholder Forums To guide the stakeholder forum process, and to moderate the forums, the WDB secured facilitators with a depth of experience in workforce development as well as in service provision for the populations that are the focus of the Plan Modification. Additionally, the WDB crafted its forums and outreach efforts to gain input from appropriate stakeholders relevant to each of the specific populations discussed in the modification: CalFresh Recipients; Non-Custodial Parents ("Persons Paying Support"); individuals with intellectual and developmental disabilities; and English language learners, refugees and the foreign born. To ensure relevant input on each population, the WDB outreached via the engagement strategies outlined above to government, education, business and community partners and stakeholders relevant to each population. The following documentation on stakeholder outreach and engagement efforts for each of the ten (10) Stakeholder Forums conducted can be found in Exhibits A-1 through A-7 (pages i-xvi):

Exhibit A-1	Flyers for the 10 Stakeholder Forums
Exhibit A-2	Email Bulletin Notifying Stakeholders on 10 Forums
Exhibit A-3	Attendee Lists for the 10 Stakeholder Forums
Exhibit A-4	Notification of All 10 Forums to State Board
Exhibit A-5	Agendas of the 10 Forums
Exhibit A-6	PowerPoint Presentations for Each Forum
Exhibit A-7	Meeting Notes of Each Forum

The facilitators crafted and used the following talking points to promote dialog and elicit input from stakeholders specific to each population:

TALKING POINTS FOR STAKEHOLDER FORUMS ON PARTNERSHISP TO SUPPORT EMPLOYMENT & TRAINING FOR CALFRESH RECIPIENTS
Are programs for CalFresh recipients currently available in the local area? If so, what services are provided and which are the organizations providing them?
What types of workforce services are needed to help CalFresh recipients succeed in the local labor market?
What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?
What partnerships currently exist or could be developed among the local workforce system and (relevant partners) that provide or could provide services to CalFresh recipients. How do the partners work with one another and how do they share information?
Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors?
What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

TALKING POINTS FOR STAKEHOLDER FORUMS ON ENGAGEMENT OF NON-CUSTODIAL PARENTS IN SERVICES
What barriers to employment are most common among targeted NCPs?
What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
How can local organizations work better to ensure positive employment and career outcomes for NCPs?

TALKING POINTS FOR STAKEHOLDER FORUMS ON DEVELOPING COMPETITIVE INTEGREATED EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS WITH INTELLECTUAL AND/OR EVELOPMENT DISABILITITES
How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?
Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?
Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

TALKING POINTS FOR STAKEHOLDER FORUMS ON ENGAGINGENGLISH LANGUAGE LEARNERS, REFUGEES AND THE FOREIGN BORN IN WORKFORCE DEVELOPMENT SERVICES
What are the needs of individuals in this category?
What are the principal barriers to employment faced by these individuals?
What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
Where do gaps in services exist for this target population and what can we do to bridge these gaps?

TALKING POINTS FOR STAKEHOLDER FORUMS ON WDB'S OVERALL APPROACH TO WORKFORCE PROGRAMMING & PLANNING
What services and support do job seekers need to help prepare for and find work?
What types of training are most needed in the area?
Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?
Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?
If you were writing the local workforce plan, what would your priorities be and why?

Opportunities and Mechanisms for Public Comment**:** To further gain stakeholder input on its Plan Modification, the WDB issued a Notice of Availability of the Draft Modification for public review for a period of 30 days, from February 8 to March 10, 2019. The public and stakeholders were made aware of the availability of the Draft Modification for review and comment by the same outreach mechanisms utilized to advertise the Stakeholder Forums. The notice was distributed via the GovDelivery platform to over 10,000 stakeholders on the Stakeholder Forum Master Distribution compiled from the Directory of Planning Partners & Interactive Corrections Map provided by CAWDB; subscribers to the WDB's Quarterly Meeting invitation list; subscribers to County's "Workforce Development News" using County of L.A.'s GovDelivery subscription service; RSVPs from the County's AJCC Grand Openings, WDB Special Meetings, and other AJCC and workforce development events; and list of local stakeholder and community contact information provided by the fifteen (15) County AJCC operators. To advertise the Notice, the WDB created and utilized posters, flyers, and digital media distributed via social media (Facebook, Twitter, Instagram, and LinkedIn) and featured on a webpage linked to the front page of two websites managed by the County: https://workforce.lacounty.gov/, which services the jobseekers, and https://wdacs.lacounty.gov/, which is the WDACS department site. Through these outreach efforts, stakeholders were made aware of the email address to which to submit their comments to the Draft. A copy of the Notice of Availability of the Draft Modification, a sample email message to stakeholders on the Notice, a List of stakeholders to whom the message was sent, and the email message notifying State Board contacts of the Notice can all be found in Exhibits A1-A7 (pages i-xvi). Results of the Public Comments received, how they affected the draft and comments received in disagreement with plan can be found in Attachment F on page xvi.

SUPPLEMENTAL NARRATIVE

CALFRESH PARTICIPANTS
BACKGROUND AND ASESSSMENT OF NEED

Overview of CalFresh Recipients Population & CalFresh E&T Participants Of the approximately 10.5 million people in Los Angeles County, about 1.1 million receive CalFresh. The County ranks among the lowest of all the counties in the state in terms of CalFresh program participation rate among those eligible to participate in the program[4]. The county's participation rate is 66 percent compared with the state average of nearly 70 percent. Most participants are families with children. At least 700,000 more people may be eligible. In response to this, in January 2018 the L.A. County Board of Supervisors moved that the Department of Public Social Services create a unit with existing staff to develop ways to increase participation in CalFresh by improving the enrollment process as well as customer service. It is expected that increased participation will result in a $2.1 billion bump in economic activity in the county.

The chart below indicates the breakdown of the County CalFresh recipients by race/ethnicity:

Race/Ethnicity	Percentage of Households
African American/Black	18%
American Indian/Alaska Native	0%
Asian/Filipino/Pacific Islander	3%
Hispanic/Latino	59%
White	11%
Multiracial	1%
Other	7%

Of the total CalFresh recipient population, approximately 200,000 participate in the County's CalFresh Employment and Training (CFET) program. The following table provides a snap shot of the region's CFET program participants by workforce force development area including breakdowns by gender, age, homelessness status and English language ability:

[4] https://www.latimes.com/local/lanow/la-me-ln-food-stamps-20170529-story.html

L.A. Basin RPU CalFresh Employment and Training by LWDA

	Foothill	L.A. City	L.A. County	Long Beach	SELACO	South Bay	Verdugo	Unknown	Grand Total
Female	1,598	39,091	35,075	3,139	2,325	3,316	3,370	3,318	91,232
Male	2,414	53,682	42,180	2,396	1,913	2,497	3,710	5,470	114,262
Grand Total	**4,012**	**92,773**	**77,255**	**5,535**	**4,238**	**5,813**	**7,080**	**8,788**	**205,494**

	Foothill	L.A. City	L.A. County	Long Beach	SELACO	South Bay	Verdugo	Unknown	Grand Total
18-24	539	15,591	13,734	1,044	699	999	756	1,695	35,057
25-34	1,074	25,701	19,879	1,238	946	1,163	1,591	2,760	54,352
35-44	892	18,962	16,191	1,059	886	1,161	1,572	1,836	42,559
45-54	961	21,092	17,931	1,418	1,070	1,561	2,063	1,723	47,819
55-59	546	11,427	9,520	776	637	929	1,098	774	25,707
Grand Total	**4,012**	**92,773**	**77,255**	**5,535**	**4,238**	**5,813**	**7,080**	**8,788**	**205,494**

Homeless

	Foothill	L.A. City	L.A. County	Long Beach	SELACO	South Bay	Verdugo	Unknown	Grand Total
No	2,944	76,793	65,910	5,498	4,017	5,783	6,172	6,421	173,538
Yes	1,068	15,980	11,345	37	221	30	908	2,367	31,956
Grand Total	**4,012**	**92,773**	**77,255**	**5,535**	**4,238**	**5,813**	**7,080**	**8,788**	**205,494**

English Speakers

	Foothill	L.A. City	L.A. County	Long Beach	SELACO	South Bay	Verdugo	Unknown	Grand Total
English	3,740	79,016	67,036	4,527	3,607	4,859	4,682	8,352	175,819
Grand Total	**3,740**	**79,016**	**67,036**	**4,527**	**3,607**	**4,859**	**4,682**	**8,352**	**175,819**

Non English Speakers

	Foothill	L.A. City	L.A. County	Long Beach	SELACO	South Bay	Verdugo	Unknown	Grand Total
	272	**13,757**	**10,219**	**1,008**	**631**	**954**	**2,398**	**436**	**29,675**

The program consists of six (6) components: job search, job club workfare, education, vocational training, and post-employment job retention services. Below is a breakdown the number of participants in each of the six (6) CFET program components for Program Year (PY) 2017/18:

CFET Component	Number Engaged
Job Search	2,990
Job Club	1,538
Workfare	620
Education	987
Vocational Training	497
Job Retention	17

The components may be performed individually, or in combination with other components to enhance the employability of individual participants. The current CFET program is limited to those in the General Relief Work Opportunity (GROW) program. Upon case approval, employable CalFresh (CF) recipients receiving General Relief are assigned to the GROW program. These employable participants can be assigned to one or more CFET components based on their Job Skills Assessment.

Stakeholder Forums on Expanding Services to CalFresh Recipients To inform its Plan Modification relative to partnerships with County human service CalFresh programs, WDACS conducted two stakeholder forums (see forum notes in Exhibit A-7) with government, community, and business stakeholders who work to support those receiving CalFresh into self-sufficiency. The first forum was held on November 14, 2018 at the Santa Fe Springs Town Center, and the second on November 27, 2018 at AMS Fulfillment in Valencia, CA. The forums consisted of facilitated discussion with stakeholders on the theme of creating intentional partnership and meaningful system alignment to better assist CalFresh recipients into the workforce. Participants were asked to describe CFET programs known to them, organizations providing the program, the greatest barriers to employment that CalFresh recipients face, the types of workforce services stakeholders felt were needed to assist the population into the workforce, existing partnerships with DPSS and the workforce system, and how partners should work together and share information to better support the population.

Employment Barriers Experienced by CalFresh Recipients & Resources to Address Barriers A robust discussion of the most common barriers to employment experienced by the population included: lack of relational or "soft" skills, even among those with certificates and job skills; lack of basic skills including computer, financial, and English and math literacy skills; justice-involvement and felony backgrounds that disqualify individuals from some employment; homelessness and the instability that comes with transience; and transportation given the great distances and time required to travel to training and jobs given the vastness of the county, exacerbated by skyrocketing housing costs that increasingly prevent workers from living near available jobs. The most pervasive and difficult barrier to surmount, said many stakeholders, was what they perceived as an ambivalence among some in the population to pursuing employment. Some mentioned that they felt this ambivalence to working was related to a fear that income from working would force CalFresh recipients to lose their benefits.

Types of Workforce Services Needed by the CalFresh Recipients Stakeholders identified some of the workforce services needed by the population were services that teach skills in basic communication, conflict resolution, computer literacy, financial management and language, and reading and math skills. Stakeholders highly recommended that bootcamps that provide intensive teaching of foundational skills be made more available

to the population. The most vital service called for was the need to provide individuals one-on-one personal coaching on the development of positive work habits, goal setting, and pro-social habit development. Stakeholders also underscored the need for a more holistic approach to assisting individuals within the context of the family system. Many called for a service approach that aimed to assist every member of the family with regard to their employment, training and career advancement needs given their age and life stage. Stakeholders also agreed that there was a need for employment engagement efforts that identify employers willing to provide more opportunities to more high risk, high needs individual, as well as for supportive services that follow the individual even after employment placement, when participants' connection to the AJCC and other supports often drop off.

Collaboration Among Workforce, Public Social Services, and Stakeholders**:** In terms of partnerships, stakeholders mentioned several examples of AJCC/DPSS collaboration in which DPSS conducts outreach and eligibility at the AJCC at regular times each month. AJCCs also work with local school districts to outreach to students who receive CalFresh. The L.A. County Office of Education (LACOE) helps coordinate student co-enrollment into AJCC employment services. One school (Whittier Adult School) has started a navigator program to help connect students to resources including AJCC workforce programs. In spite of these efforts, it was noted that these partnerships needed to be conducted more consistently and uniformly across the workforce system, and that DPSS staff should not just visit AJCCs regularly, but rather be co-located at the AJCC to increase accessibility of public assistance enrollment for job seekers, and workforce development services for CalFresh recipients. Stakeholder-provided intelligence garnered in the two forums on the County's CalFresh population were instrumental in informing WDACS' work with DPSS, on behalf of the RPU, to develop strategies to expand the County's CFET program to serve more homeless, justice-involved and other job seekers with barriers to employment.

ATTACHMENT C

SUPPLEMENTAL NARRATIVE

UNEMPLOYED, UNDEREMPLOYED & PAYMENT DELINQUENT NON-CUSTODIAL PARENTS
BACKGROUND & ASSESSMENT OF NEED

Overview of the Population To increase and improve partnerships to better serve payment delinquent non-custodial parents, the WDB attempted to secure demographic and other relevant data on the population from the County Child Support Services Department. From the data received (below), the WDB learned that there is a total of 112,301 non-custodial parents in the region with the highest concentration (48,182) residing in the County WDB workforce development service area, and the second highest concentration (39,061) residing in the L.A. City WDB area. Men represent 87% of the population, where women represent only 13%. In terms of race and ethnicity, the majority are Hispanic (55%), though African Americans represent a disproportionate 24%, compared with the 8% they represent in the overall population of the region.

DATA OVERVIEW OF L.A. COUNTY CHILD SUPPORT PROGRAM PARTCIPANTS [5]

Gender	Count
Female	8978
Male	103720
Null	464
Other	4
Unknown	310
Grand Total	**113476**

Race/Ethnicity[6]	Count
African	185
Alaska Native/Native American	11
Alaskan Native	2
Armenian	164
Asian Indian	62
Asian	531
White	7070
Black	27687
Cambodian	218
Chinese	199
Filipino	812
Guamanian	20
Hawaiian	55
Hispanic	62138
Japanese	65
Korean	112
Laotian	15
Multi-Racial	761
Native American	134
No Race Given	1028
Null	9637
Other	703
Pacific Islander	106
Samoan	168
Unknown	1424
Vietnamese	169
Grand Total	**113476**

LWDA	Count
Foothill	2392
L.A. County	47532
Los Angeles	39061
Pacific Gateway	7379
SELACO	5553
South Bay	10063
Verdugo	1496
Grand Total	**113476**

Age	Count of Age
17-24	2402
25-34	29076
35-44	40660
45-54	27057
55-64	11379
65+	2805
NULL	94
Grand Total	**113473**

Justice-Involved	Count
INC	12275
(blank)	101201
Grand Total	**113476**

Active Employers	Count
0	49909
1+	63567
Grand Total	**113476**

[5] Per CSSD, data is self-reported by client

[6] CSSD reports clients are asked about their race/ethnicity. The categories in chart reflect are clients self-report their race or report the race of the other parent on application documents. Prison indicator is all-encompassing "re-entry" categories, but again self-reported

Barriers Experienced & Resources to Address Barriers To inform its Plan Modification relative to strategies to engage and retain unemployed and underemployed payment delinquent non-custodial parents in workforce development services and employment, the WDB held two stakeholder forums.[7] At the forums, stakeholders named the following as the most common bbarriers to employment faced by the population: offense records which impede employment; lack of education and skills sufficient to achieve living wage jobs; lack of stable housing; transportation issues exacerbated by revoked licenses due to being in arrears with child support payments; substance use; a lack of motivation to pursue employment; fear that employment will cause loss of public assistance benefits. Some experienced barriers to enrolling in a WIOA program due to their failure to have registered for Selective Service by the federal deadline. This failure is sometime due to incarceration, or to being disconnected to the extent they are unaware of the requirement or how to fulfill it. WDACS has developed funding and partnerships to braid additional workforce programs with WIOA programs to be able to provide more intensive, tailored employment services to populations who traditionally experience multiple barriers to achieving employment and/or who do not qualify for WIOA programs. For instance, the non-custodial parent who is homeless or at risk of homelessness may qualify for the LA:RISE program, a specialized program in which homeless-impacted job seekers are co-case managed by AJCCs and Social Enterprises. Likewise, those who are on Adult Probation may be enrolled in the INVEST program and receive co-case-managed supports from Probation Officers and AJCC career development specialists who together assist the justice-involved into employment. As INVEST is funded by non-federal dollars that do not carry the same restrictions as WIOA, it allows AJCCs to serve those in this population who have offense records and who do not qualify for WIOA.

Types of Services Needed by the Targeted Population In response to identified barriers, stakeholders recommended services needed to better engage and incentivize payment-delinquent non-custodial parents to participate in services and pursue employment. Recommended were greater provision of coaching and system navigation to encourage and assist individuals into services; greater use of motivational interviewing and other cognitive behavioral tools to increase motivation and pro-social habit development; greater education on the impact of employment income on public assistance benefits, and advantages to working versus relying on benefits; monetary and collateral incentives for participating in and completing training and services; fund development to be able to provide subsidized training stipends to provide individuals with income while they receive and complete training; better coordination with mental health and housing providers; more coordinated partnership with school districts and adult education to strengthen provision of basic English and math skills; stronger, more consistent connection to agencies providing record expungement and other legal supports; greater and more coordinated partnership with pre-apprenticeship programs, particularly in the building trades that anticipate great job growth and are more open to hiring those with criminal backgrounds; and better partnership with DPSS GAIN and GROW offices to achieve more effective referrals into AJCC and CBO services.

Outreach & Engagement Strategies Aside from the referral system in place as a result of the CSSD/AJCC Referral Pilot, most agencies described referrals as effected primarily by way of individual outreach efforts, door knocking, flyer distribution, and networking. CBOs have attempted, and in some cases have succeeded, in establishing quarterly networking meetings with the Department of Rehabilitation, the Department of Mental

[7] Please see Exhibit A1-7 for meeting flyers, agendas, sign-in sheets and note.

Health and the Department of Public Social Services to better engage and support the populations. Though great strides have been made in effecting interdepartmental MOUs for data sharing and improving and automating cross-system referral processes between County agencies, there remains a need for better information sharing and effective referral processes between government agencies and community-based organizations. In addition to better referral and data tracking between agencies, there is also a need for more cross-agency education so that service providers are more aware of services offered by others as well as the eligibility requirements associated with each so that the community-based organizations that often remain in closer contact with individuals from this populations are better able to promote the array of services available to them, to help them prepare to meeting eligibility requirements, and to help navigate them into the services.

Services Currently Being Provided To increase access to workforce development services for unemployed, underemployed, and payment-delinquent non-custodial parents, WDACS and the County Child Support Services Department (CSSD) have partnered to provide workforce development services for this population through the Child Support Services/AJCC Referral Program. These efforts to develop a workforce-child support partnership have served to pave the way for similar efforts throughout the state. In the program, once an individual is successfully referred to and enrolled in an AJCC workforce program, he/she is offered the full array of workforce development services offered by AJCCs. The basic level of service provided is Basic Career Services which include eligibility determination, intake, AJCC service orientation, initial assessment, navigation into education and support services, labor market information, training, financial aid eligibility assistance, information on unemployment compensation, job search aid, and employment placement assistance.

If deemed eligible, the individual may enroll into a WIOA program to receive Individualized Career Services including but not limited to comprehensive and specialized assessments, development of an Individual Employment Plan (IEP), group or individual counseling, career planning, short-term pre-vocational services, internships, work experience linked to careers, basic academic skills development, digital and financial literacy services, English language acquisition programs, supportive services, job readiness training, occupational skills training, On-the-Job training, entrepreneurial training, and customized training.

Additional services currently being provided to payment delinquent non-custodial parents include a Work Adjustment Program provided by Mental Health America that is a three-month paid employment preparation training after which participants are evaluated for workplace readiness, as well as a 13-week certificated training in customer services, hospitality, and food handling provided by the L.A. County Office of Education (LACOE). AJCC and partner staff also regularly refer NCP job seekers who need it to drug treatment provided by such agencies as Tarzana Treatment Center, and mental health programs with such agencies as Mental Health America.

ATTACHMENT D

SUPPLEMENTAL NARRATIVE
ENGAGEMENT WITH THE LOCAL
COMPETITIVE INTEGRATED EMPLOYMENT PARTNERS

Competitive Integrated Employment Local Planning Agreement (LPA) Partners To inform its plans to strategically engage with Competitive Integrated Employment (CIE) partners to increase integrated employment for the uniquely-abled, the WDB conducted research on the Local Partnership Agreements (LPAs) being developed in the region, the Department of Rehabilitation (DOR) districts involved, and the lead agency of each LPA. There are four DOR Districts that overlap with the County's workforce development areas as follows:

DOR DISTRICT	CONTACT & INFO
Greater L.A. DOR District	Maria Turrubiartes / Maria.Turrubiartes@dor.ca.gov
Van Nuys/Foothill DOR District	Wan-Chun Chang / Wan-chun.chang@dor.ca.gov
South Bay DOR District	Brenda Garvin / Brenda.Garvin@dor.ca.gov
Orange/San Gabriel/W. Covina DOR District	Trung Le / trung.h.le@dor.ca.gov

The WDB also learned that there is a total of ten (10) LPA partnerships in the region which overlap with the workforce development area served by the County. The WDB convened a special meeting (12/17/18) of representatives of each of the 10 LPAs to become acquainted with LPA partners and the status of development of each LPA. Of the 10 LPAs, three are just beginning development, two are in development, four are in final review stage, and one LPA, the San Gabriel Valley LPA, has been finalized. The LPAs, leads, partners, and status of development are as follows:

LPA & LEAD	PARTNERS	STATUS
1. San Gabriel Valley	Pomona Regional Center; Mt. Sac Regional Consortium; El Monte and Bassett Unified School Districts; Orange/San Gabriel and W. Covina DOR District	Finalized
2. Long Beach Unified School District (LBUSD)	L.A. South Bay DOR District; Harbor Regional Center	In Final Review
3. Montebello Unified School District Single District	Greater L.A. DOR District; East L.A. Regional Center	In Final Review
4. Compton Unified School District LPA	L.A. South Bay DOR District; Harbor Regional Center	In Final Review
5. Los Angeles Unified School District (LAUSD)	Greater L.A., Van Nuys/Foothill & South Bay DOR Districts; East Los Angeles, Lanterman, Northeast Los Angeles, Harbor, Westside, and South Central Regional Centers	In Final Review
6. Verdugo	Van Nuys/Foothill DOR District; Burbank, Glendale & La Canada school districts; North East Los Angeles Regional Center	In development
7. Alhambra	Van Nuys/Foothill DOR District; Alhambra Unified School District; Eastern L.A. Regional Center	In development

8. Centinela	L.A. & South Bay DOR Districts; Centinela Valley USD; Westside Harbor Regional Center	Beginning Development
9. Pasadena	Van Nuys/Foothill DOR District; Monrovia, Arcadia, Sierra Madre, Duarte, Temple City, Alhambra, Pasadena and South Pasadena school districts; San Gabriel/Pomona and ELARC Regional Centers	Beginning Development (1st meeting 2/27/19)
10. Antelope Valley	Van Nuys/Foothill DOR; Antelope Valley and HART unified school districts; Northeast L.A. Regional Center	Beginning Development

Planned WDB Engagement with LPA Partners As County AJCCs have DOR staff co-located within them to help foster collaboration on workforce development strategies and supports to assist people with disabilities into employment, some AJCCs have been very involved with their DOR partners in the development of the LPA in their area. That being said, the WDB Plan Modification calls for a much more consistent and systemic collaboration of AJCCs with LPA partners across the County workforce development system. In its special meeting with the LPA leads, the WDB began discussions on how the WDB, WDACS and County AJCCs might work more strategically with each LPA on business outreach and engagement to develop competitive integrated employment placement opportunities across the region for the uniquely-abled. Partners agreed that the AJCCs needed to be relied on to a much greater degree by DOR, the regional centers, and the school districts to conduct employer recruitment and engagement to support growth of CIE. As such, the WDB will continue to attend the on-going partnership meetings of each LPA to determine how the WDB can help coordinate business engagement to can assist ID/DD individuals into CIE employment opportunities.

Needs of ID/DD Population The WDB conducted two stakeholder forums (10/10/18 and 10/23/18; see session notes in Exhibit A9) on Competitive Integrated Employment and invited the DOR District leads, regional center, and school district partners of the LPAs, and other relevant stakeholders that serve the uniquely-abled. The forums helped the WDB better understand the needs to assist the population into CIE opportunities. One of the main needs identified was the need for better outreach, promotion and marketing of existing programs, services and resources available for uniquely-abled job seekers. Stakeholders unanimously agreed that there were ample resources for the population, but that challenges exist in letting those who needed the services most know about them. One issue preventing this was the fact that the stigma of having a disability keeps individuals from identifying themselves and their needs. Further, there is a need to educate the population on the impact of employment on their benefits and the advantages to working. discussions on how the WDB and County AJCCs might work more strategically with each LPA on business outreach and engagement to develop competitive integrated employment opportunities. Input from the two stakeholder forums conducted were essential in helping WDACS craft its plans to work closely with partners of the 10 LPA's in the region to assist ID/DD individuals into integrated employment settings by growing the Uniquely-Abled (UA) Program, expanding its partnership with New Horizons' to place ID/DD individuals in retail and restaurants positions, and continuing to work with the LPA's to leverage AJCC business outreach and engagement tools, strategies and marketing materials to create more opportunities for the ID/DD population.

ATTACHMENT E

SUPPLEMENTAL NARRATIVE

ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES – BACKGROUND AND ASESSSMENT OF NEED

Overview & Demographics Los Angeles County is home to just over 3.5 million immigrants from around the world. It hosts the largest communities of expatriates of several nations. More than half of the foreign-born population originates from Latin America, approximately one third from eastern and southeastern Asia, and the remaining 10%, from the rest of the world. Language ability is an important aspect of employment and economic participation. Over half of the population in the County (57%) speaks a language other than English at home, with Spanish being the most common. Just 43% of residents speak only English at home. Of the 5.3 million residents that speak languages other than English at home, approximately 27% speak English less than well.

English Learners	Population	Percentage
Speaks English Less Than "Very	2,407,270	25.8%
Speaks English "Very Well"	2,890,179	31.0%
Speaks Only English	4,032,116	43.2%
Total	9,329,565	100.0%

Barriers to Employment and Specialized Needs The WDB conducted two stakeholder forums to inform its Plan Modification to improve and expand services to English language learners, refugees and the foreign born (Pomona City Hall, September 25, 2018, and Centro Maravilla County Community Center, November 20, 2018; see Exhibit A for Forum meeting notes and outreach materials). What surfaced as the most significant barrier encountered by the population was, expectedly, barriers in communication due to lack of English language skills, followed by lack of documentation and legal right to work. Lack of stable housing and transportation were other expected barriers identified, although many stakeholders attested to the population's adeptness in utilizing the region's bus system. Another barrier identified was that of unknown disabilities, as those with disabilities often do not disclose the disability until after several encounters with the service provider. Another barrier identified was difficulty in assisting the individuals from this population in attaining training certifications as many report being intimidated to enter training classrooms. Additionally, though a segment of the refugee population may have education, training and work experience gained in their native country, they do not have accreditation or certificates in the U.S. and do not know how to go about getting appropriate U.S. credentials.

Identified Gaps in Workforce System Services: Population-Appropriate Outreach and Recruitment Strategies Stakeholders in both ELL Forums concurred that one of the biggest gaps in in workforce development services was a great need for outreach and recruitment strategies that would effectively engage the population. Stakeholders reiterated that this is a population that does not often come looking for the services and does not know how to begin to get a job or look for services that can help them with this. Stakeholders identified a distinct need for more outreach and reception staff who possess the language skills needed to welcome those from this population into services. Similarly identified was a need for system navigators with knowledge of both the population as well as the full array of resources in the region available to them. Stakeholders also identified the need for the workforce development system to make better use of community-based non-profits that have the trust of the ELL community but that are not equipped with the capacity to conduct

workforce development services. Stakeholders also mentioned the need for AJCCs and CBO to conduct outreach together to better connect the population to employment-related services. Input from the stakeholder forums provided valuable input that helped WDACS develop its plans to build upon current partnerships with local Title II adult education providers and County Community & Senior Centers to better engage the population in AJCC workforce development services, support their language development relative to employment opportunities, and to increase their employment and career advancement outcomes.

ATTACHMENT F

SUPPLEMENTAL NARRATIVE
PUBLIC COMMENTS IN DISAGREEMENT WITH LOCAL PLAN

To gain public input on the draft L.A. County 2019 Local Plan Modification, the WDB put the Plan Modification out for public comment for a 30 day period from February 8 to March 10, 2019. A link to the Plan Modification was distributed to each individual on the Master List, and each AJCC provided copies of the draft Plan Modification to AJCC service users and program participants. As a result of the Modification Feedback Process, the WDB received a total of (#) comments in response to the draft publication during a 30-day public comment period. Following are comments in disagreement with the draft plan, listed in the order in which they were received.

1.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

2.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

3.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

EXHIBITS

Exhibit A-1	Flyers for the 10 Stakeholder Forums
Exhibit A-2	Email Bulletins Notifying Stakeholders on 10 Forums
Exhibit A-3	Attendee Lists for the 10 Stakeholder Forums
Exhibit A-4	Notification of All 10 Forums to State Board
Exhibit A-5	Agendas of the 10 Forums
Exhibit A-6	PowerPoint Presentations for Each Forum
Exhibit A-7	Meeting Notes of Each Forum

Exhibit A-1

Stakeholder Forum Flyers

NOTICE OF PUBLIC MEETING

EXPANDING THE VISION
FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #1 OF 10

WORKFORCE SERVICES FOR ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS & REFUGEES

We need to hear from you! We are seeking your input to begin exploring and driving new strategic partnerships to better serve the following five priority populations: **Disabled/Uniquely-Abled, CalFresh Employment & Training, Non-Custodial Parents receiving services from Local Child Support Agencies, English Language Learners, Foreign Born, & Refugees**.

This is the **first of 10 stakeholder engagement meetings throughout LA County** designed to hear your input.

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

FOR OUR FULL MEETING SCHEDULE & TO REGISTER/ATTEND VISIT WORKFORCE.LACOUNTY.GOV

Date/Time of Event
Tuesday
September 25, 2018

10:00 AM To 12:00 PM

Venue Location
Pomona City Hall
Council Chambers
505 Garey Avenue
Pomona, CA 91766

THESE MEETINGS ARE OPEN TO THE PUBLIC

Workforce Development Aging and Community Services (WDACS) and the Los Angeles County America's Job Centers of California are equal opportunity employers/programs. The stakeholder engagement meetings are being held in compliance with EDD Directive WSD18-01 (https://www.edd.ca.gov/Jobs_and_Training/Active_Directives.htm).

ACCOMMODATIONS

Assistive listening devices, agenda in Braille and/or alternate formats are available upon request. American Sign Language (ASL) interpreters, other auxiliary aids and services, or reasonable modifications to meeting policies and/or procedures, such as to assist members of the disability community who would like to request a disability-related accommodation in addressing the Board, are available if requested at least three business days prior to each stakeholder meeting. Later requests will be accommodated to the extent feasible.

If accommodations for persons with disabilities are needed, please contact the L.A. County Workforce Development Board (WDB) at (213) 738-4913 at least three business days before each meeting from 8:00 a.m. to 5:00 p.m., Monday through Friday.

Questions? Please contact the LA County Workforce Development Board Staff: WDB@WDACS.LACOUNTY.GOV

NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #2 OF 10

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WORKFORCE SERVICES FOR THE UNIQUELY ABLED

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO BEGIN EXPLORING AND DRIVING NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE THE FOLLOWING PRIORITY POPULATIONS:

- **DISABLED/UNIQUELY-ABLED**
- **CALFRESH EMPLOYMENT & TRAINING**
- **UNEMPLOYED, UNDEREMPLOYED & PAYMENT-DELINQUENT NON-CUSTODIAL PARENTS**
- **ENGLISH LANGUAGE LEARNERS, FOREIGN BORN, & REFUGEES**

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

Date/Time of Event
Tuesday
October 2, 2018
10:00 AM to 12:00 PM

Venue Location
West Los Angeles College (HLRC) Library 4th Floor (Room BCD)
9000 Overland Ave
Culver City, CA 90230

Registration/Full Meeting Schedule
Workforce.lacounty.gov
or
wdacs.eventbrite.com

THESE MEETINGS ARE OPEN TO THE PUBLIC

WORKFORCE DEVELOPMENT AGING AND COMMUNITY SERVICES (WDACS) AND THE LOS ANGELES COUNTY AMERICA'S JOB CENTERS OF CALIFORNIA ARE EQUAL OPPORTUNITY EMPLOYERS/PROGRAMS. THE STAKEHOLDER ENGAGEMENT MEETINGS ARE BEING HELD IN COMPLIANCE WITH EDD DIRECTIVE WSD18-01

ACCOMMODATIONS

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

THESE MEETINGS ARE OPEN TO THE PUBLIC

DATE/TIME	LOCATION	WORKFORCE SERVICES TOPICS
Tuesday **September 25, 2018** **10:00 AM to 12:00 PM**	Pomona City Hall Council Chambers 505 Garey Ave. Pomona, CA 91766	ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS & REFUGEES
Tuesday **October 02, 2018** **10:00 AM to 12:00 PM**	West Los Angeles College (HLRC) Library 4th Floor (Room BCD) 9000 Overland Ave Culver City, CA 90230	WORKFORCE SERVICES FOR THE UNIQUELY ABLED
Tuesday **October 09, 2018** **6:00 PM to 8:00 PM**	Compton College The Little Theater 1111 E. Artesia Blvd. Compton, CA 90221	GENERAL FORUM
Tuesday **October 16, 2018** **10:00 AM to 12:00 PM**	Chimbole Cultural Center 38350 Sierra Highway Palmdale, CA 93550	UNEMPLOYED, UNDEREMPLOYED & PAYMENT-DELINQUENT NON- CUSTODIAL PARENTS
Tuesday **October 23, 2018** **10:00 AM to 12:00 PM**	Hacienda La Puente Adult School Cafeteria 14101 E. Nelson Ave. La Puente, CA 91746	WORKFORCE SERVICES FOR THE UNIQUELY ABLED
Tuesday **October 30, 2018** **10:00 AM to 12:00 PM**	LA Southwest College The Little Theater 1600 W. Imperial Hwy Los Angeles, CA 90047	GENERAL FORUM
Tuesday **November 06, 2018** **10:00 AM to 12:00 PM**	South Gate Girls Club House 4940 Southern Ave. South Gate, CA 90280	UNEMPLOYED, UNDEREMPLOYED & PAYMENT-DELINQUENT NON- CUSTODIAL PARENTS
Wednesday **November 14, 2018** **10:00 AM to 12:00 PM**	Santa Fe Springs Town Center 11740 Telegraph Road Santa Fe Springs, CA 90670	CALFRESH EMPLOYMENT & TRAINING
Tuesday **November 20, 2018** **6:00 PM to 8:00 PM**	Centro Maravilla Auditorium 4716 E. Cesar Chavez Ave. Los Angeles, CA 90022	ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS & REFUGEES
Tuesday **November 27, 2018** **10:00 AM to 12:00 PM**	AMS Fulfillment 28624 Witherspoon Parkway Valencia, CA 91355	CALFRESH EMPLOYMENT & TRAINING

PLEASE REGISTER ON

WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM

NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #3 OF 10

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

Community Forum on Local Workforce Planning

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

Date/Time of Event
Tuesday
October 9, 2018
6:00 PM to 8:00 PM

Venue Location
Compton College
The Little Theater
1111 E. Artesia Blvd.
Compton, CA 90221

Registration/Full Meeting Schedule
Workforce.lacounty.gov
or
wdacs.eventbrite.com

THESE MEETINGS ARE OPEN TO THE PUBLIC

WORKFORCE DEVELOPMENT AGING AND COMMUNITY SERVICES (WDACS) AND THE LOS ANGELES COUNTY AMERICA'S JOB CENTERS OF CALIFORNIA ARE EQUAL OPPORTUNITY EMPLOYERS/PROGRAMS. THE STAKEHOLDER ENGAGEMENT MEETINGS ARE BEING HELD IN COMPLIANCE WITH EDD DIRECTIVE WSD18-01

ACCOMMODATIONS

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

THESE MEETINGS ARE OPEN TO THE PUBLIC

DATE/TIME	LOCATION	WORKFORCE SERVICES TOPICS
Tuesday **September 25, 2018** **10:00 AM to 12:00 PM**	Pomona City Hall Council Chambers 505 Garey Ave. Pomona, CA 91766	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **October 02, 2018** **10:00 AM to 12:00 PM**	West Los Angeles College (HLRC) Library 4th Floor (Room BCD) 9000 Overland Ave Culver City, CA 90230	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
Tuesday **October 09, 2018** **6:00 PM to 8:00 PM**	Compton College The Little Theater 1111 E. Artesia Blvd. Compton, CA 90221	**Community Forum on Local Workforce Planning**
Tuesday **October 16, 2018** **10:00 AM to 12:00 PM**	Chimbole Cultural Center 38350 Sierra Highway Palmdale, CA 93550	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
Tuesday **October 23, 2018** **10:00 AM to 12:00 PM**	Hacienda La Puente Adult School Cafeteria 14101 E. Nelson Ave. La Puente, CA 91746	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
Tuesday **October 30, 2018** **10:00 AM to 12:00 PM**	LA Southwest College The Little Theater 1600 W. Imperial Hwy Los Angeles, CA 90047	**Community Forum on Local Workforce Planning**
Tuesday **November 06, 2018** **10:00 AM to 12:00 PM**	South Gate Girls Club House 4940 Southern Ave. South Gate, CA 90280	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
Wednesday **November 14, 2018** **10:00 AM to 12:00 PM**	Santa Fe Springs Town Center 11740 Telegraph Road Santa Fe Springs, CA 90670	**Collaborating with CalFresh Employment & Training Programs**
Tuesday **November 20, 2018** **6:00 PM to 8:00 PM**	Centro Maravilla Auditorium 4716 E. Cesar Chavez Ave. Los Angeles, CA 90022	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **November 27, 2018** **10:00 AM to 12:00 PM**	AMS Fulfillment 28624 Witherspoon Parkway Valencia, CA 91355	**Collaborating with CalFresh Employment & Training Programs**

PLEASE REGISTER ON
WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM

NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #4 OF 10

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB
WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

LOCAL CHILD SUPPORT AGENCIES TO SERVE NON-CUSTODIAL PARENTS

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

Date/Time of Event
Tuesday
October 16, 2018
10:00 AM to 12:00

Venue Location
Chimbole Cultural Center
38350 Sierra Highway
Palmdale, CA 93550

REGISTRATION/ MEETING SCHEDULE

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

THESE MEETINGS ARE OPEN TO THE PUBLIC

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ACCOMMODATIONS

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THESE MEETINGS ARE OPEN TO THE PUBLIC

DATE/TIME	LOCATION	WORKFORCE SERVICES TOPICS
Tuesday **September 25, 2018** **10:00 AM to 12:00 PM**	Pomona City Hall Council Chambers 505 Garey Ave. Pomona, CA 91766	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **October 02, 2018** **10:00 AM to 12:00 PM**	West Los Angeles College (HLRC) Library 4th Floor (Room BCD) 9000 Overland Ave Culver City, CA 90230	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
Tuesday **October 09, 2018** **6:00 PM to 8:00 PM**	Compton College The Little Theater 1111 E. Artesia Blvd. Compton, CA 90221	**Community Forum on Local Workforce Planning**
Tuesday **October 16, 2018** **10:00 AM to 12:00 PM**	Chimbole Cultural Center 38350 Sierra Highway Palmdale, CA 93550	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
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Wednesday **November 14, 2018** **10:00 AM to 12:00 PM**	Santa Fe Springs Town Center 11740 Telegraph Road Santa Fe Springs, CA 90670	**Collaborating with CalFresh Employment & Training Programs**
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NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #5 OF 10

COUNTY OF LOS ANGELES CALIFORNIA

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

Individuals with Disabilities through Competitive Integrated Employment

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

Date/Time of Event
Tuesday
October 23, 2018
10:00 AM to 12:00 PM

Venue Location
Hacienda La Puente Adult School Cafeteria
14101 E. Nelson Ave.
La Puente, CA 91746

REGISTRATION/ MEETING SCHEDULE

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

THESE MEETINGS ARE OPEN TO THE PUBLIC

WORKFORCE DEVELOPMENT AGING AND COMMUNITY SERVICES (WDACS) AND THE LOS ANGELES COUNTY AMERICA'S JOB CENTERS OF CALIFORNIA ARE EQUAL OPPORTUNITY EMPLOYERS/PROGRAMS. THE STAKEHOLDER ENGAGEMENT MEETINGS ARE BEING HELD IN COMPLIANCE WITH EDD DIRECTIVE WSD18-01

ACCOMMODATIONS

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

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DATE/TIME	LOCATION	WORKFORCE SERVICES TOPICS
Tuesday **September 25, 2018** **10:00 AM to 12:00 PM**	Pomona City Hall Council Chambers 505 Garey Ave. Pomona, CA 91766	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **October 02, 2018** **10:00 AM to 12:00 PM**	West Los Angeles College (HLRC) Library 4th Floor (Room BCD) 9000 Overland Ave Culver City, CA 90230	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
Tuesday **October 09, 2018** **6:00 PM to 8:00 PM**	Compton College The Little Theater 1111 E. Artesia Blvd. Compton, CA 90221	**Community Forum on Local Workforce Planning**
Tuesday **October 16, 2018** **10:00 AM to 12:00 PM**	Chimbole Cultural Center 38350 Sierra Highway Palmdale, CA 93550	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
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Tuesday **October 30, 2018** **10:00 AM to 12:00 PM**	LA Southwest College The Little Theater 1600 W. Imperial Hwy Los Angeles, CA 90047	**Community Forum on Local Workforce Planning**
Tuesday **November 06, 2018** **10:00 AM to 12:00 PM**	South Gate Girls Club House 4940 Southern Ave. South Gate, CA 90280	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
Wednesday **November 14, 2018** **10:00 AM to 12:00 PM**	Santa Fe Springs Town Center 11740 Telegraph Road Santa Fe Springs, CA 90670	**Collaborating with CalFresh Employment & Training Programs**
Tuesday **November 20, 2018** **6:00 PM to 8:00 PM**	Centro Maravilla Auditorium 4716 E. Cesar Chavez Ave. Los Angeles, CA 90022	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **November 27, 2018** **10:00 AM to 12:00 PM**	AMS Fulfillment 28624 Witherspoon Parkway Valencia, CA 91355	**Collaborating with CalFresh Employment & Training Programs**

PLEASE REGISTER ON
WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM

NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #6 OF 10

COUNTY OF LOS ANGELES CALIFORNIA

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

Community Forum on Local Workforce Planning

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

Date/Time of Event
Tuesday
October 30, 2018
10:00 AM to 12:00 PM

Venue Location
LA Southwest College
The Little Theater
1600 W. Imperial Hwy
Los Angeles, CA 90047

REGISTRATION/ MEETING SCHEDULE

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

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Tuesday **October 16, 2018** **10:00 AM to 12:00 PM**	Chimbole Cultural Center 38350 Sierra Highway Palmdale, CA 93550	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
Tuesday **October 23, 2018** **10:00 AM to 12:00 PM**	Hacienda La Puente Adult School Cafeteria 14101 E. Nelson Ave. La Puente, CA 91746	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
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Tuesday **November 27, 2018** **10:00 AM to 12:00 PM**	AMS Fulfillment 28624 Witherspoon Parkway Valencia, CA 91355	**Collaborating with CalFresh Employment & Training Programs**

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NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #7 OF 10

COUNTY OF LOS ANGELES CALIFORNIA

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

Local Child Support Agencies to Serve Non-Custodial Parents

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

Date/Time of Event
Tuesday
November 06, 2018
10:00 AM to 12:00 PM

Venue Location
South Gate Girls ClubHouse
4940 Southern Ave.
South Gate, CA 90280

REGISTRATION/ MEETING SCHEDULE

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

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NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #8 OF 10

COUNTY OF LOS ANGELES CALIFORNIA

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

CalFresh Employment & Training Programs

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

Date/Time of Event
Wednesday
November 14, 2018
10:00 AM to 12:00 PM

Venue Location
Santa Fe Springs
Town Center
11740 Telegraph Road
Santa Fe Springs, CA

REGISTRATION/ MEETING SCHEDULE

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

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Tuesday **November 27, 2018** **10:00 AM to 12:00 PM**	AMS Fulfillment 28624 Witherspoon Parkway Valencia, CA 91355	**Collaborating with CalFresh Employment & Training Programs**

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NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #9 OF 10

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

English Language Learners, Foreign Born Individuals & Refugees

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

Date/Time of Event
Tuesday
November 20, 2018
6:00 PM to 8:00 PM

Venue Location
Centro Maravilla Auditorium
4716 E. Cesar Chavez Ave.
Los Angeles, CA 90022

REGISTRATION/ MEETING SCHEDULE

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NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STAKEHOLDER MEETING #10 OF 10

COUNTY OF LOS ANGELES CALIFORNIA

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

WE NEED TO HEAR FROM YOU!

WE ARE SEEKING YOUR INPUT TO EXPLORE AND DRIVE NEW STRATEGIC PARTNERSHIPS TO BETTER SERVE:

CalFresh Employment & Training Programs

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

Date/Time of Event
Tuesday
November 27, 2018
10:00 AM to 12:00 PM

Venue Location
AMS Fulfillment
28624 Witherspoon Pkwy
Valencia, CA 91355

REGISTRATION/ MEETING SCHEDULE

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NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

COLLABORATING WITH CALFRESH EMPLOYMENT & TRAINING PROGRAMS

COUNTY OF LOS ANGELES CALIFORNIA

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

Date/Time of Event
Wednesday
November 14, 2018
10:00 AM to 12:00 PM

Venue Location
Santa Fe Springs
Town Center
11740 Telegraph Road
Santa Fe Springs, CA 90670

OR

Date/Time of Event
Tuesday
November 27, 2018
10:00 AM to 12:00 PM

Venue Location
AMS Fulfillment
28624 Witherspoon Pkwy
Valencia, CA 91355

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships with CalFresh Employment & Training programs to provide better workforce services to CalFresh recipients.

The County will host two meetings to gather community feedback on this topic.

REGISTRATION/ MEETING SCHEDULE

workforce.lacounty.gov
or wdacs.eventbrite.com

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

THESE MEETINGS ARE OPEN TO THE PUBLIC

WORKFORCE DEVELOPMENT AGING AND COMMUNITY SERVICES (WDACS) AND THE LOS ANGELES COUNTY AMERICA'S JOB CENTERS OF CALIFORNIA ARE EQUAL OPPORTUNITY EMPLOYERS/PROGRAMS. THE STAKEHOLDER ENGAGEMENT MEETINGS ARE BEING HELD IN COMPLIANCE WITH EDD DIRECTIVE WSD18-01

ACCOMMODATIONS

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

THESE MEETINGS ARE OPEN TO THE PUBLIC

DATE/TIME	LOCATION	WORKFORCE SERVICES TOPICS
Tuesday **September 25, 2018** **10:00 AM to 12:00 PM**	Pomona City Hall Council Chambers 505 Garey Ave. Pomona, CA 91766	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **October 02, 2018** **10:00 AM to 12:00 PM**	West Los Angeles College (HLRC) Library 4th Floor (Room BCD) 9000 Overland Ave Culver City, CA 90230	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
Tuesday **October 09, 2018** **6:00 PM to 8:00 PM**	Compton College The Little Theater 1111 E. Artesia Blvd. Compton, CA 90221	**Community Forum on Local Workforce Planning**
Tuesday **October 16, 2018** **10:00 AM to 12:00 PM**	Chimbole Cultural Center 38350 Sierra Highway Palmdale, CA 93550	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
Tuesday **October 23, 2018** **10:00 AM to 12:00 PM**	Hacienda La Puente Adult School Cafeteria 14101 E. Nelson Ave. La Puente, CA 91746	**Improving Services to Individuals with Disabilities through Competitive Integrated Employment**
Tuesday **October 30, 2018** **10:00 AM to 12:00 PM**	LA Southwest College The Little Theater 1600 W. Imperial Hwy Los Angeles, CA 90047	**Community Forum on Local Workforce Planning**
Tuesday **November 06, 2018** **10:00 AM to 12:00 PM**	South Gate Girls Club House 4940 Southern Ave. South Gate, CA 90280	**Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents**
Wednesday **November 14, 2018** **10:00 AM to 12:00 PM**	Santa Fe Springs Town Center 11740 Telegraph Road Santa Fe Springs, CA 90670	**Collaborating with CalFresh Employment & Training Programs**
Tuesday **November 20, 2018** **6:00 PM to 8:00 PM**	Centro Maravilla Auditorium 4716 E. Cesar Chavez Ave. Los Angeles, CA 90022	**Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees**
Tuesday **November 27, 2018** **10:00 AM to 12:00 PM**	AMS Fulfillment 28624 Witherspoon Parkway Valencia, CA 91355	**Collaborating with CalFresh Employment & Training Programs**

PLEASE REGISTER ON
WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM

NOTICE OF PUBLIC MEETING

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

STRENGTHENING LOCAL CHILD SUPPORT AGENCIES TO SERVE NON-CUSTODIAL PARENTS

Date/Time of Event
Tuesday
October 16, 2018
10:00 AM to 12:00 PM

Venue Location
Chimbole Cultural Center
38350 Sierra Highway
Palmdale, CA 93550

OR

Date/Time of Event
Tuesday
November 06, 2018
10:00 AM to 12:00 PM

Venue Location
South Gate Girls ClubHouse
4940 Southern Ave.
South Gate, CA 90280

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships with the L.A. County Child Support Services Department and other Local Child Support Agencies (LCSAs) to provide better workforce services to unemployed, underemployed, and payment-delinquent non-custodial parents.

The County will host two meetings to gather community feedback on how to it can partner with and support LCSAs.

REGISTRATION/ MEETING SCHEDULE

workforce.lacounty.gov
or wdacs.eventbrite.com

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THESE MEETINGS ARE OPEN TO THE PUBLIC

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PLEASE REGISTER ON
WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM

NOTICE OF PUBLIC MEETING

WDACS
WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB
WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION

FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

COUNTY OF LOS ANGELES CALIFORNIA

THESE MEETINGS ARE OPEN TO THE PUBLIC

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve the following priority populations: **Disabled/Uniquely-Abled; CalFresh Employment & Training; Unemployed, Underemployed, & Payment Delinquent Non-Custodial Parents; and English Language Learners, Foreign Born, and Refugees**. Below you will find the topics as well as locations for 10 stakeholder engagement meetings designed to collect your input.

These meetings began on September 25 and will end on November, 27, 2018.

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

Together, we can make it happen!

REGISTRATION/MEETING SCHEDULE

WORKFORCE.LACOUNTY.GOV

DATE/TIME	LOCATION	WORKFORCE SERVICES TOPICS
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Exhibit A-2

Email Bulletins Notifying Stakeholders of 10 Forums

From: County of Los Angeles-Workforce Development Board
Sent: Monday, September 17, 2018 4:01 PM
To: County of Los Angeles-Workforce Development Board
Subject: Expanding the Vision for Workforce Development in L.A. County: Formal Invitation to Community Stakeholder Meetings

Expanding the Vision for

Workforce Development in L.A. County

We need to hear from you! We are seeking your input to begin exploring and driving new strategic partnerships to better serve the following five priority populations: Disabled/Uniquely-Abled; CalFresh Employment & Training; Non-custodial parents receiving services from Local Child Support Agencies; and English language learners, Foreign born, and refugees. Below you will find the themes as well as locations for 10 stakeholder engagement meetings designed to hear your input. These meetings will begin on September 25 and end on November, 27, 2018.

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

STAKEHOLDER ENGAGEMENT MEETING TOPICS & SCHEDULE

Workforce Services for English Language Learners, Foreign-Born Individuals & Refugees (Stakeholder Meeting #1)

Pomona Valley America's JobCenter of California℠

Tuesday September 25, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for the Uniquely Abled (Stakeholder Meeting #2)

Tuesday October 2, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services-General Forum (Stakeholder Meeting #3)

Tuesday October 9, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Workforce Services for Unemployed, Underemployed and payment delinquent Non-Custodial Parents (Stakeholder Meeting #4)

Tuesday October 16, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for the Uniquely Abled (Stakeholder Meeting #5)

Tuesday October 23, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services-General Forum (Stakeholder Meeting #6)

Tuesday October 30, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for Unemployed, Underemployed and payment delinquent Non-Custodial Parents (Stakeholder Meeting #7)

Tuesday November 6, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for CalFresh Employment & Training (Stakeholder Meeting #8)

Tuesday November 14, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

America's Job Center of California℠ Rio Hondo

Workforce Services for English Language Learners, Foreign-Born Individuals & Refugees (Stakeholder Meeting #9)

America's Job Center of California℠ East LA/West SGV

Tuesday November 20, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Workforce Services for CalFresh Employment & Training (Stakeholder Meeting #10)

Tuesday November 27, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

America's Job Center of California℠ Santa Clarita

These meetings are OPEN to the public.
Workforce Development Aging and Community Services (WDACS) and the Los Angeles County America's Job Centers of California are equal opportunity employers/programs.
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America's Job Center of California℠ LA County

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This email was sent using GovDelivery Communications Cloud on behalf of: County of Los Angeles · 500 W. Temple St. · Los Angeles 90012

From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Tuesday, September 18, 2018 4:47 PM
To: Ali Raisdanai
Subject: Friendly Reminder, First Meeting is Just One Week Away! Expanding the Vision for Workforce Development in L.A. County

Friendly Reminder that our first meeting is just One Week Away!

We need to hear from you! We are seeking your input to begin exploring and driving new strategic partnerships to better serve the following five priority populations: Disabled/Uniquely-Abled; CalFresh Employment & Training; Non-custodial parents receiving services from Local Child Support Agencies; and English language learners, Foreign born, and refugees. Below you will find the themes as well as locations for 10 stakeholder engagement meetings designed to hear your input.
These meetings will begin on September 25 and end on November, 27, 2018.

Your voice will help fulfill the vision of a new workforce development system. Together, we can make it happen!

Workforce Services for English Language Learners, Foreign-Born Individuals & Refugees (Stakeholder Meeting #1)

Pomona Valley America's Job Center of California℠

Tuesday September 25, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

CLICK HERE TO VIEW OUR FULL MEETING SCHEDULE

These meetings are OPEN to the public.
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LA County America's Job Center of California℠

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From: County of Los Angeles-Workforce Development Board
Sent: Monday, September 24, 2018 4:45 PM
To: County of Los Angeles-Workforce Development Board
Subject: Friendly Reminder, First Meeting is Tomorrow Morning! Parking Info Attached Expanding the Vision for Workforce Development in L.A. County
Attachments: Pomona Parking Information.pdf

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

COUNTY OF LOS ANGELES CALIFORNIA

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

Friendly Reminder that our first meeting is Tomorrow Morning!
Important Parking Information has been attached to this email (PDF format).

We need to hear from you! We are seeking your input to begin exploring and driving new strategic partnerships to better serve the following five priority populations: Disabled/Uniquely-Abled; CalFresh Employment & Training; Non-custodial parents receiving services from Local Child Support Agencies; and English language learners, Foreign born, and refugees. Below you will find the themes as well as locations for 10 stakeholder engagement meetings designed to hear your input.
These meetings will begin on September 25 and end on November, 27, 2018.
Your voice will help fulfill the vision of a new workforce development system. Together, we can make it happen!

Workforce Services for English Language Learners, Foreign-Born Individuals & Refugees (Stakeholder Meeting #1)

Pomona Valley America's Job Center of California℠

Tuesday September 25, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

CLICK HERE TO VIEW OUR FULL MEETING SCHEDULE

These meetings are OPEN to the public.
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LA County America's Job Center of California℠

From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Wednesday, September 26, 2018 4:04 PM
To: Ali Raisdanai
Subject: Formal Invitation to Expanding the Vision for Workforce Development in LA County-Stakeholder Meeting #2 of 10

We need to hear from you! We are seeking your input to begin exploring and driving new strategic partnerships to serve the following priority populations:

- **Disabled/Uniquely-Abled**
- **CalFresh Employment & Training**
- **Unemployed, Underemployed & Payment Delinquent Non-Custodial Parents**
- **English Language Learners, Foreign-Born, & Refugees**

We have a full meeting schedule countywide with a total of 10 stakeholder engagement meetings designed to collect your input. These meetings began on September 25 and will end on November, 27, 2018.

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

Workforce Services for the Uniquely Abled (Stakeholder Meeting #2)

Tuesday October 2, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

West LA America's Job Center of California℠

CLICK HERE TO VIEW OUR FULL MEETING SCHEDULE

These meetings are OPEN to the public.
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LA County America's Job Center of California℠

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Friday, September 28, 2018 10:43 AM
To: Ali Raisdanai
Subject: Formal Invitation to Engaging the Vision for Workforce Development in LA County Local Plan Modifications Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve the following priority populations:

- **Disabled/Uniquely-Abled**
- **CalFresh Employment & Training**
- **Non-Custodial Parents receiving services from Local Child Support Agencies**
- **English Language Learners, Foreign Born, & Refugees**

Below you will find the themes as well as locations for 10 stakeholder engagement meetings designed to hear your input.

These meetings began on September 25 and will end on November, 27, 2018.

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

Stakeholder Meeting #1 of 10

Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees

Pomona Valley America's JobCenter of California℠

Tuesday September 25, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #2 of 10

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Tuesday October 2, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #3 of 10

Community Forum on Local Workforce Planning

Tuesday October 9, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Stakeholder Meeting #4 of 10

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Tuesday October 16, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #5 of 10

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Tuesday October 23, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #6 of 10

Community Forum on Local Workforce Planning

Tuesday October 30, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #7 of 10

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Tuesday November 6, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #8 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 14, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #9 of 10

Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees.

Tuesday November 20, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Stakeholder Meeting #10 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 27, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

CLICK HERE TO VIEW OUR FULL MEETING SCHEDULE

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Friday, September 28, 2018 3:07 PM
To: Ali Raisdanai
Subject: Friendly Reminder Upcoming Stakeholder Meeting #2 of 10 Tuesday October 2nd: Engaging the Vision for Workforce Development in LA County

We need to hear from you!
We are seeking your input to explore and drive new strategic partnerships.
Our next meeting will focus on how we can better serve:

Individuals with Disabilities
through Competitive Integrated Employment

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

Stakeholder Meeting #2 of 10

Tuesday October 2, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

West LA America's Job Center of California℠

CLICK HERE TO VIEW OUR FULL MEETING SCHEDULE

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

The stakeholder engagement meetings are being held in compliance with **EDD Directive WSD18-01**.

Assistive listening devices, agenda in Braille and/or alternate formats are available upon request. American Sign Language (ASL) interpreters, other auxiliary aids and services, or reasonable modifications to meeting policies and/or procedures, such as to assist members of the disability community who would like to request a disability-related accommodation in addressing the Board, are available if requested at least three business days prior to each stakeholder meeting. Later requests will be accommodated to the extent feasible. If accommodations for persons with disabilities are needed, please contact the L.A. County Workforce Development Board (WDB) at (213) 738-4913 at least three business days before each meeting from 8:00 a.m. to 5:00 p.m., Monday through Friday.

LA County America's Job Center of California℠

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Wednesday, October 3, 2018 2:59 PM
To: Ali Raisdanai
Subject: Formal Invitation for 3rd Stakeholder Meeting: Expanding the Vision for Workforce Development in LA County

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve LA County's workforce needs. Our next meeting topic will be:

Community Forum on Local Workforce Planning

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

Stakeholder Meeting #3 of 10

America's Job Center of California℠ Rancho Dominguez

Tuesday October 9, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

CLICK HERE TO VIEW OUR FULL MEETING SCHEDULE

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Workforce Development Aging and Community Services (WDACS) and the

Los Angeles County America's Job Centers of California are equal opportunity employers/programs.
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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Wednesday, October 17, 2018 9:36 AM
To: Ali Raisdanai
Subject: You're Invited! Expanding the Vision for Workforce Development in L.A. County Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve the uniquely-abled population. The topic for our next meeting will be:

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

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

Stakeholder Meeting #5 of 10

Tuesday October 23, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

America's JobCenter of California℠ East SGV

VIEW OUR FULL MEETING SCHEDULE AT
WORKFORCE.LACOUNTY.GOV or WDACS.EVENTBRITE.COM

These meetings are OPEN to the public. Each meeting will focus on a specific topic, so please review our website for all upcoming events!

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

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Monday, October 22, 2018 5:33 PM
To: County of Los Angeles-Workforce Development Board
Subject: Expanding the Vision for Workforce Development in LA County Local Plan Modifications Stakeholder Meetings Reminder

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve the following priority populations:

- **Disabled/Uniquely-Abled**
- **CalFresh Employment & Training**
- **Non-Custodial Parents receiving services from Local Child Support Agencies**
- **English Language Learners, Foreign Born, & Refugees**

These meetings began on September 25 and will end on November, 27, 2018.

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #5 of 10

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Tuesday October 23, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #6 of 10

Community Forum on Local Workforce Planning

Tuesday October 30, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #7 of 10

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Tuesday November 6, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #8 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 14, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #9 of 10

Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees.

Tuesday November 20, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Stakeholder Meeting #10 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 27, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM FOR OUR FULL MEETING SCHEDULE/REGISTRATION

These meetings are OPEN to the public.

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

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LA County America's Job Center of California℠

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Monday, October 22, 2018 5:33 PM
To: Ali Raisdanai
Subject: Expanding the Vision for Workforce Development in LA County Local Plan Modifications Stakeholder Meetings Reminder

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve the following priority populations:

- **Disabled/Uniquely-Abled**
- **CalFresh Employment & Training**
- **Non-Custodial Parents receiving services from Local Child Support Agencies**
- **English Language Learners, Foreign Born, & Refugees**

These meetings began on September 25 and will end on November, 27, 2018.

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #5 of 10

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Tuesday October 23, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #6 of 10

Community Forum on Local Workforce Planning

Tuesday October 30, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #7 of 10

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Tuesday November 6, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #8 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 14, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Stakeholder Meeting #9 of 10

Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals & Refugees.

Tuesday November 20, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Stakeholder Meeting #10 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 27, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM FOR OUR FULL MEETING SCHEDULE/REGISTRATION

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LA County America's Job Center of California℠

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Tuesday, October 23, 2018 3:17 PM
To: County of Los Angeles-Workforce Development Board
Subject: Next Meeting Tuesday October 30th: Expanding the Vision for Workforce Development in LA County Local Plan Modifications Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve LA County's workforce needs. Our next meeting topic will be:

Community Forum on Local Workforce Planning

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #6 of 10

Community Forum on Local Workforce Planning

Tuesday October 30, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

South LA America's JobCenter of California℠

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM FOR OUR FULL MEETING SCHEDULE/REGISTRATION

These meetings are OPEN to the public.

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Wednesday, October 31, 2018 2:20 PM
To: County of Los Angeles-Workforce Development Board
Subject: Next Meeting Tuesday November 6th: Expanding the Vision for Workforce Development in LA County Local Plan Modifications Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve LA County's workforce needs. Our next meeting topic will be:

Strengthening Partnerships with Local Child Support Agencies to serve Non-Custodial Parents

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #7 of 10

Strengthening Partnerships with Local Child Support Agencies to serve Non-Custodial Parents

Tuesday November 6th, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Southeast LA America's JobCenter of California℠

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM

FOR OUR FULL MEETING SCHEDULE/REGISTRATION

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Wednesday, November 7, 2018 9:23 AM
To: County of Los Angeles-Workforce Development Board
Subject: Next Meeting Wednesday November 14th: Expanding the Vision for Workforce Development in LA County Local Plan Modification Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve LA County's workforce needs. Our next meeting topic will be:

Collaborating with CalFresh Employment & Training Programs

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #8 of 10

Collaborating with CalFresh Employment & Training Programs

Wednesday November 14th, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

America's Job Center of California℠ Rio Hondo

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM FOR OUR FULL MEETING SCHEDULE/REGISTRATION

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LA County America's Job Center of California℠

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Tuesday, November 20, 2018 9:47 AM
To: County of Los Angeles-Workforce Development Board
Subject: Reminder: Stakeholder Meeting this Evening Tuesday November 20th: Expanding the Vision for Workforce Development in LA County Local Plan Modification Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve LA County's workforce needs. Our next meeting topic will be:

Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals, & Refugees

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #9 of 10

Improving Coordination & Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals, & Refugees

Tuesday November 20th, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM FOR OUR FULL MEETING SCHEDULE/REGISTRATION

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From: Los Angeles County Workforce Development, Aging & Community Services <WDACS@subscriptions.lacounty.gov>
Sent: Wednesday, November 21, 2018 5:29 PM
To: County of Los Angeles-Workforce Development Board
Subject: Next Stakeholder Meeting Tuesday November 27th: Expanding the Vision for Workforce Development in LA County Local Plan Modification Stakeholder Meetings

We need to hear from you! We are seeking your input to explore and drive new strategic partnerships to better serve LA County's workforce needs. Our next meeting topic will be:

Collaborating with CalFresh Employment & Training Programs

Please join us for our stakeholder meetings, as your voice will help us expand the vision for workforce development in Los Angeles County. Together, we can make it happen!

Stakeholder Meeting #10 of 10

Collaborating with CalFresh Employment & Training Programs

Tuesday November 27th, 2018
9:00 AM to 12:00 PM
REGISTER NOW!

America's Job Center of California℠ Santa Clarita

VISIT WORKFORCE.LACOUNTY.GOV OR WDACS.EVENTBRITE.COM FOR OUR FULL MEETING SCHEDULE/REGISTRATION

These meetings are OPEN to the public.

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LA County America's Job Center of California℠

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Exhibit A-3

Attendee Lists
for the 10 Stakeholder Forums

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
9/25/2018	Heidi Alcala	Alcala	Vocational ESL Coord.	Mt. San Antonio College
9/25/2018	Dani	Alvarenga	Workers Organizer	Pomona Economic Oppporunity Center
9/25/2018	Kris	Ankney	Asst. Director -Energy & Environmental Service	PACE -Pacific Asian Consortium in Employment
9/25/2018	Charlene	Ashton	Assoc. Director	Cal Poly Pomona
9/25/2018	Soraya	Blake	MCW/ Employment Specialist	DMH
9/25/2018	Natalie	Camacho	Grant Writer	California Learns, Inc.
9/25/2018	Sam	Campos	Career Program Specialist	LA County Office of Ed (LACOE) GAIN
9/25/2018	Monique	Cardenas	Teacher Specialist	Pomona Unified School District SAROP
9/25/2018	Sherryl	Carter		East San Gabriel ROP
9/25/2018	Yvette	Crayon	CEO	Green Thumb A V Youth Program
9/25/2018	GAIL	EVANS GRAYSON	CHAIR, HEALTH SCIENCES EDUCATION	WESTERN UNIVERSITY OF HEALTH SCIENCES
9/25/2018	Jody	Fernando	Director, English Language Learners	Mt. San Antonio College
9/25/2018	Mary Margaret	Franco	Consultant	California Learns, Inc.
9/25/2018	Latasha	Funderburk	Director	JVS SoCal
9/25/2018	Rebecca	Garcia	Office Manager	Employment Development Department
9/25/2018	Diana	Glannone	HSA I	LA County Department of Social Services
9/25/2018	Monica	Guardian	Director, Workforce Development	AltaMed Health Services
9/25/2018	Nicole	Hibner	Business Career Pathways Coord.	Tri-Community Adult Education
9/25/2018	Laquesia	Hundley	Job Developer	Weingart Center /GROW Program
9/25/2018	Ray	Inge	VP of Human Resources	Pomona Valley Hospital Medical Center
9/25/2018	Laura	Jimenez	Senior District Representative	Senator Ed Hernandez
9/25/2018	Carmen	Jimenez-Wynn	Employment Specialist	Frank D. Lanterman Regional Center
9/25/2018	Shelly	Laddusaw	Coord., School of Continuing Education	Mt. San Antonio College
9/25/2018	Don	Lindgren	Business Outreach Specialist	LA County Office of Ed (LACOE) GAIN
9/25/2018	Diana	Lupercio		Mt. San Antonio College
9/25/2018	Jeanine	Mann	Asst. Professor	Western University of Health Sciences
9/25/2018	Ahmad	Mansur	Manager, Workforce Development	AltaMed Health Services
9/25/2018	Ruben	Mercado	Career Program Specialist	LA County Office of Educ. (LACOE) GROW
9/25/2018	Alyse	Michaelis	Out Reach Specialist	Reach Out
9/25/2018	Devon	Monson	Asst. Principal	Whittier Adult School
9/25/2018	Andrea	Moreno	Deputy District Director	BOS, District 1
9/25/2018	Thomas	Morrison	Job Developer	Weingart Center /GROW Program
9/25/2018	Sarah	Moussavi		Cal Poly English Language Institute
9/25/2018	Adrienne	Murphy		
9/25/2018	Cesar	Perez	Employment Development Liaison	Amity Foundation
9/25/2018	Andrew	Quinones	ceo	SoCal Service Corps
9/25/2018	Andrea	Rico	Governmental and Comm. Affairs Manager	City of Pomona
9/25/2018	FERNANDO	ROMERO	EXECUTIVE DIRECTOR	POMONA ECONOMIC OPPORTUNITY CENTER
9/25/2018	Hector	Silva	Program Manager	Employment Development Department
9/25/2018	Christina	Sullivan	Job Developer	Healthright360
9/25/2018	Kaya	Tith	Comm. Benefit Manager	Kaiser Permanente
9/25/2018	Ryan	Whetstone	Adult Consortium Manager	Mt. San Antonio College
9/25/2018	Anita	Yang	Regional Director	ResCare Workforce Services
9/25/2018	Darrell	Yates		
9/25/2018	Deborah	Young		

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
10/2/2018	Martha	Acosta	Case Manager	Uniquely Abled
10/2/2018	Lidenira	Amador		Westside Regional Center
10/2/2018	Andrea	Barahona	Senior Program Assoc.	Los Angeles Promise Zone
10/2/2018	Esmeralda	Barrera	Job Developer	GEO Reentry
10/2/2018	Sharon	Beard	Career Development Program Supervisor	LACOE
10/2/2018	Desiree	Boykin	advocate	SCLARC
10/2/2018	Dione	Carter		Santa Monica College
10/2/2018	Sherryl	Carter	Superintendent	East San Gabriel Valley Rop
10/2/2018	Wai Ling	Chin		PACE
10/2/2018	LUZ	CIAMPI	Sr. HR Generalist	PRIDE Industries
10/2/2018	David	Clawton		West LA AJCC
10/2/2018	Debi	Colunga	Comm. Outreach Liaison	East San Gabriel Valley ROP
10/2/2018	Julie	Eby-McKenzie	Comm. Program Specialist	State Council on Developmental Disabilities
10/2/2018	josh	elbaum	board member	Kids on the Ball
10/2/2018	claudia	finkel	Chief Operating officer	JVS SoCal
10/2/2018	frederick	gonzales	provider	dss
10/2/2018	Lily	Handley	Supervisor	Jay Nolan Community Services
10/2/2018	Vivian	Haun	Manager, Special Education	California Charter Schools Association
10/2/2018	Michael	Jackson		City of Santa Monica
10/2/2018	Patrice	Jones	PRESIDENT/OWNER	APEX INNOVATIONS FREE NOTARY PUBLIC COURSES
10/2/2018	Angel	Key	Adjunct professor	West la college
10/2/2018	Jacqueline	Klimele		Chrysalis
10/2/2018	Rosie	Lopez	Sr. HR Generalist	PRIDE Industries
10/2/2018	Katherine	Makinney		JVS SoCal
10/2/2018	Jazmin	Martinez	Student	California State University Long Beach
10/2/2018	Neal	Mendelsohn	Chief Strategy Officer	JVS SoCal
10/2/2018	Veronica	Montes		Culver City Adult School
10/2/2018	Rd	Plasschaert	Change Agent	studiord.solutions
10/2/2018	Cresha	Pree	advocate	SCLARC
10/2/2018	Lizette	Rangel	Student	California State University
10/2/2018	Michelle	Renteria	Workforce development specialist	Five keys
10/2/2018	Jan	Robin	Job Developer	Geo Reentry Services
10/2/2018	Andrea	Rodriguez		West LA AJCC
10/2/2018	Eunetra	Rutledge		Learn4Life
10/2/2018	Danielle	Sheppard	C2C Program Coord./Counselor	West LA College
10/2/2018	Benjamin	Smith	Unemplyed	Self
10/2/2018	Bianca	Smith		Chrysalis
10/2/2018	Devon	Smith		SM Regional Consortium Adult School
10/2/2018	Allison	Tom-Muira		West LA College
10/2/2018	Araceli	Velasco	Job Placement Specialist	Alma Family Services
10/2/2018	Chaz	Vesga	QRP	Dept of Rehabilitation
10/2/2018	Angel	Villasenor		City of Santa Monica
10/2/2018	Eunice	Vines		Culver City Adult School
10/2/2018	Heather	Vitela	Assoc. Director	Goodwill of Southern California
10/2/2018	Divinity	Warmsley		SHARE
10/2/2018	Dion	Wiltshire		West LA AJCC
10/2/2018	ashley	wolfe	Program Assoc.	Los Angeles Promise Zone
10/2/2018	Frank	Wong	CSA Analyst I	LA County Dept. of WDACS

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
10/9/2018	Monique	Anderson	CTE Coord.	Compton College
10/9/2018	Pablo	Artaza	Executive director	Technical College
10/9/2018	Moises	Ayala	Student	Compton Unified
10/9/2018	James	Carter	Student	El Camino College
10/9/2018	Anthony	Carter	Placement Specialist	Compton YouthBuild
10/9/2018	Robert	Castillo	Program Coord.	Centro CHA Inc.
10/9/2018	Jaime	Cedano	Hospitality Intermediary	LAHTA
10/9/2018	Linda	Choy	Job Developer	Los Angeles County Office of Education
10/9/2018	Carolyn	Christian-Hines		West LA College
10/9/2018	Keith	Curry	President	Compton College
10/9/2018	Al	Dorsey	Student	
10/9/2018	Joshua	Downs	Student	El Camino College
10/9/2018	Alfred	Escobar	Case Manager	Centro CHA Inc
10/9/2018	Dan	Finney	Student	El Camino College
10/9/2018	Jeremiah	Gutierrez	Student	El Camino College
10/9/2018	Juan	Gutierrez	Student	Compton College
10/9/2018	Kae Kwon	Hall	Student	Compton College
10/9/2018	Jalonn	Harrison		CCD
10/9/2018	Keith	Hibbler	Student	Compton College
10/9/2018	Matthew	Hunter	Student	Compton College
10/9/2018	Mauricio	Ixcoy	Student	Compton College
10/9/2018	Ruffin	JaQuill	Student	Compton College
10/9/2018	Vep	Jarrett	Student	Compton College
10/9/2018	Patricia	Johnson	Case Manager	Rancho Dominguez America's Job Center of California
10/9/2018	Francisco	Lopez	Staff	US Rep Barragan
10/9/2018	Armando	Loza	Director	CCD
10/9/2018	Sofia	Mayoral	AEP Teacher Advisor	LAUSD
10/9/2018	James	McCaffrey		CCD
10/9/2018	Tracy	McGee	Project Supervisor	Hospitality Training Academy
10/9/2018	Fernando	Navarro	Student	Compton College
10/9/2018	Silvia	Ochoa	Case manager	Community Career Development
10/9/2018	Heather	Parnock	Director Comm. Relations	Compton College
10/9/2018	Jerry	Phillips	Student	Compton College
10/9/2018	Dr. Dominique'	Reese	Financial	CFPB/Armed Forces Services Corporation
10/9/2018	Shanley	Rhodes	Chief of In Custody Programs	Five Keys Schools & Programs
10/9/2018	Roberto	Rodriguez	Teacher	Youthbuild Charter School of California
10/9/2018	Michael	Roshido	Student	Compton College
10/9/2018	Grant	Shepherd	Student	Compton College
10/9/2018	David	Smith	Student	Compton College
10/9/2018	Edward	Sykes		LA County Probation Dept
10/9/2018	Alberto	Uribe	Executive Director	Community Career Development, Inc.
10/9/2018	Alexandra	Weyman	Manager of Workforce Innovation	Hospitality Training Academy
10/9/2018	Dinah	White	Site Manager	Employment Development Department - Workforce Services
10/9/2018	Lynell	Wiggins	Director, CTE	Compton College

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
10/16/2018	Alexis	Alcuran		GEO Group
10/16/2018	Esmeralda	Barrera	Job Developer	GEO Reentry
10/16/2018	Anna	Castillo	SCSO	CSSD
10/16/2018	Martha	Diaz	Transition Specialist	AVUHSD
10/16/2018	Sally	Dibbini	Coord.	Antelope Valley Adult School
10/16/2018	DARRELL	GADIE	Program Analyst	Los Angeles County Probation
10/16/2018	Cathy	Hart	Dean, Palmdale Center & Extended Learning	Antelope Valley College
10/16/2018	Claudia	Hernandez		Antelope Valley AJCC
10/16/2018	Janie	Hodge	Ex. Dir	Paving the Way Foundation
10/16/2018	Tony	Jaramillo	Senior project Coord.	ACTIVE EMPLOYEMNT SERVICES
10/16/2018	Patrick	Koppula	Independent Consultant	Innovate for Society
10/16/2018	Katherine	Makinney	Deputy Director	JVS So Cal
10/16/2018	David	Manzo	Case Manager	Volunteers of America
10/16/2018	JOANNA	MITCHELL	Career Development Specialist	LA County Office of Education
10/16/2018	Heidi	Oblander	Division Admin.	LAC Child Support Services Department
10/16/2018	Victoria	Olvera	Quality Assurance Coord.	JVS So-Cal
10/16/2018	imelda	padilla	Comm. Engagement & Outreach Director	LA County Women & Girls Inititiave
10/16/2018	Sheila	Pierce	Site Supervisor	JVS / Palmdale AJCC
10/16/2018	Jazmin	Ramos		Employment Development Department
10/16/2018	Shanley	Rhodes	Chief of In Custody Programs	Five Keys Schools & Programs
10/16/2018	Dannett	Rinkenbarger		Mental Health America of Los Angeles (MHALA)
10/16/2018	Rhonda	Rose	Director	Community Career Development
10/16/2018	Matt	Sheridan	Transition Coord.	Antelope Valley Union High School District
10/16/2018	Laurel	Shockley		LA County WDB
10/16/2018	Verdon	Smith		
10/16/2018	melodi	thompson	Field Office Manager	Employment Development Department
10/16/2018	Will	Thornhill	Dir. of Comm. Outreach and Partnership	Learn 4 Life
10/16/2018	Michael	Trimble	CSBG Coord.	Asian Youth Center
10/16/2018	Meagan	Zeilinger-Petroni	Job Developer	AVUHSD

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
10/23/2018	Kris	Ankney	Asst. director -EES	PACE -Pacific Asian Consortium in Employment
10/23/2018	Janet	Barakat	Transition Specialist	Pomona Unified School District
10/23/2018	Stephanie	Becker	Counselor Technician	Monrovia Unified School District
10/23/2018	Soraya	Blake	MCWII	DMH
10/23/2018	Sherryl	Carter	Superintendent	East San Gabriel Valley rop
10/23/2018	Kim	Case	Instructional Supervisor	E. San Gabriel Valley ROP
10/23/2018	RALPH	CASTILLO	ITPOC	ResCare
10/23/2018	WanChun	Chang	Director	Department of Rehabilitation
10/23/2018	Swati	Chandra	FUSE Fellow	WDACS
10/23/2018	Aaron	Christian	Assoc. Director	Community Services
10/23/2018	Valerie	Clifford	Program Admin. Health Careers	HLPUSD
10/23/2018	Debi	Colunga		
10/23/2018	Raima	Espinoza	Student	HLPUSD
10/23/2018	F	Fertig		Monrovia Unified School District
10/23/2018	DARRELL	GADIE	Program Analyst	Los Angeles County Probation
10/23/2018	Rebecca	Garcia	Office Manager	Employment Development Department
10/23/2018	Magy	Gharghoury	Program Admin.	HLPUSD/AE
10/23/2018	Sorath	Hangse		Department of Rehabilitation
10/23/2018	Pete	Holguin	Program Manager	Employment Development Department
10/23/2018	Laura	Jimenez	Senior District Representative	Senator Ed Hernandez
10/23/2018	Shelly	Laddusaw	Coord., School of Continuing Education	Mt. San Antonio College
10/23/2018	Mary Margaret	Lange		Mt. San Antonio College
10/23/2018	Ahmad	Mansur		AltaMed
10/23/2018	James	Marsh	Program Manager	East San Gabriel Valley AJCC/Goodwill Southern California
10/23/2018	Jose	Meraz		LINK
10/23/2018	Crystal	Ontiveros	Admin. of Counseling Services	HLPUSD
10/23/2018	Dara	Papel	Senior Program Manager	CSH
10/23/2018	Barry	Reeves		Veteran Affairs
10/23/2018	Ivan	Rosenberg	Founder and President	The Uniquely Abled Project
10/23/2018	Cindy	Schulenburg	Program Manager	Employment Development Department
10/23/2018	matthew	smith	CTE Director	HLPAE
10/23/2018	George	Stransky	Admin. of Counseling Services	IRS- HLPUSD
10/23/2018	Susan	Stroebel	Coord. for AWD in continuing education o	Mt. Sac.
10/23/2018	Phillip	Tenorio	Admin. on Special Assignment	Montebello Community Adult School-MUSD
10/23/2018	Kaya	Tith	Comm. Benefit Manager	Kaiser Permanente
10/23/2018	Araceli	Velasco	Job Placement Specialist	Alma Family Services
10/23/2018	John	Wang	VP	Blue Diamond Group, Inc.
10/23/2018	Michelle	Yanez		LA County WDB
10/23/2018	Eddie	Zhang		AbilityFirst

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
10/30/2018	Soyinka	Allen	Career Coach	South Los Angeles AJCC
10/30/2018	Suren	Antonyants	Administrative Analyst	WDACS
10/30/2018	RUSSELL	BARNARD	Commissioner	LA County WDB
10/30/2018	Blanca	Barajas		LASC
10/30/2018	David	Carballo	Sergeant/Transition Specialist	Sunburst Youth Academy
10/30/2018	Nadia	Caro	Program Coord.	South LA AJCC YouthSource
10/30/2018	Alexis	Carter	Employment Program Manager	Employment Development Department - San Pedro office
10/30/2018	Manuel	Cerda	Business Services Representative	South Los Angeles AJCC
10/30/2018	Richard	Cesar		WDACS
10/30/2018	Damion	Danrelly		LACS
10/30/2018	Kelly	Dozner		Tech Career Development
10/30/2018	Stefany	Escamilla-Botello	Instuctor	South Los Angeles AJCC
10/30/2018	Haimanot	fekadu	Program Director	El Proyecto del Barrio Inc Youthsource
10/30/2018	Carolyn	Fowler	Government Affairs	LAUSD
10/30/2018	DARRELL	GADIE	Program Analyst	Los Angeles County Probation
10/30/2018	Danny	Gammage	Safety Officer I	Child Support Services Department
10/30/2018	Merwin	Gerard	GAIN Services Supervisor	LA County Department of Social Services
10/30/2018	Diana	Giannone	HSA I	LA County Department of Social Services - GAIN Program
10/30/2018	Jasmine	Gibson	Program Coord.	South LA AJCC Youth Source
10/30/2018	Anjela	Gomez	Career Development Program Specialist	L.A. County Office of Education
10/30/2018	Linda	Hembrick	Co-Principal	Lynwood Community Adult School
10/30/2018	Maricela	Herrera		Southeast Los Angeles AJCC
10/30/2018	Antoinette	Hill		Los Angeles Southwest College
10/30/2018	Adrienne	Hutchinson	Navigator	Los Angeles Unified School District
10/30/2018	Dafne	Jacobs	Case Manager	Hospitality Training Academy
10/30/2018	Jay	Terry		City of Los Angeles ELDD
10/30/2018	Lidia	James		Employment Development Department
10/30/2018	Reginald	Johnson	Job Developer	WLCAC
10/30/2018	Marable	Keaney		LACD
10/30/2018	Beka	Kurisu	Data & Grants Manager	Chrysalis
10/30/2018	Diana	Lupercio	Coord.	Mt. San Antonio College
10/30/2018	Evelin	Magana	Job Developer	LA County Department of Social Services
10/30/2018	Jeanette	Mandy	Program Director	Advancing The Seed, Inc.
10/30/2018	McBride	McBride	Deputy, Human Services and Education	Los Angeles County Board of Supervisors
10/30/2018	Dexter	McLeod		LA South Chamber
10/30/2018	Raymond	Moorehead	President	Career Expansion
10/30/2018	Mila	Mulugeta		DPH
10/30/2018	imelda	padilla	Comm. Engagement and Outreach Director	LA County Women & Girls Initiative
10/30/2018	Dara	Papel	Senior Program Manager	CSH
10/30/2018	Jose	Ramos	Traditional	Sunburst youth academy
10/30/2018	Jeannette	Renteria	Career Coach	South LA AJCC
10/30/2018	Shanley	Rhodes	Chief of In Custody Programs	Five Keys Schools & Programs
10/30/2018	Forrest	Riley		Southeast Los Angeles AJCC
10/30/2018	Erika	Sockaci	VIce President, Strategic Workforce Planning	AltaMed Health Services
10/30/2018	Carlos	Torres	INVEST CDS	South LA AJCC
10/30/2018	Joanne	Varga	CDPS	LACOE
10/30/2018	Veronica	Villanueva	PSA Counselor	LAUSD
10/30/2018	Jonae	Watts	Sr. Employment Specialist	PATH
10/30/2018	Alexandra	Weyman	Manager of Workforce Innovation	Hospitality Training Academy
10/30/2018	Sheila	Wiley	Principal/Talent Manager	Ywcagla
10/30/2018	Montely	Wilson		LASCD
10/30/2018	P	Wilson	Facilitator, Speaker Job Club Mentor	SELACO Job Club

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
11/6/2018	Kris	Ankney	Program Manager	PACE
11/6/2018	Sandy	Annino	Business Comm. Liaison	Long Beach Job Corps
11/6/2018	Carmen	Arce	Employment Specialist	Southeast LA AJCC
11/6/2018	Evangelina	Arroyo	Program Manager	Employment Development Department
11/6/2018	Nickole	Badillo	Clerical Asst.	Americas Job Center
11/6/2018	Eduardo	Bedoy	WIOA Navigator	DACE/ Slawson Occupational
11/6/2018	Raul	Carpio	Management Coord.	LACOE
11/6/2018	Jaime	Cedano	Hospitality Intermediary	LAHTA
11/6/2018	Linda	Choy	Job Developer/CDPS	Los Angeles County Office of Education
11/6/2018	Michael	Flad	City Manager	South Gate
11/6/2018	DARRELL	GADIE	Program Analyst	Los Angeles County Probation
11/6/2018	Anjela	Gomez	Career Development Program Specialist	L.A. County Office of Education
11/6/2018	Bernadine	Gonzalez	Principal, Adult School	LAUSD / Tweedy Learning Center
11/6/2018	Stephanie	Holloway		WDACS
11/6/2018	Laura	Jimenez		Senator Hernandez
11/6/2018	Beka	Kurisu	Data & Grants Manager	Chrysalis
11/6/2018	Jonna	Lewis	Special Asst. to the Director	LA County Child Support Services
11/6/2018	Joe	Martinez	Executive Director	Southeast LA AJCC
11/6/2018	Karen	Mitchell	Case Manager	Hospitality Training Academy
11/6/2018	Joclyn	Molo	Job Developer/Business Rep	Housing Authority City of LA
11/6/2018	Pamela	Paige	Workforce Development & Section 3 Manager	Housing Authority of the City of Los Angeles
11/6/2018	Narda	Parra	HR Clerk	Coast Packing Company
11/6/2018	Manuel	Reyes	Employment Specialist	SELA AJCC - Hub Cities
11/6/2018	Al	Rios	Dean	East Los Angeles College
11/6/2018	amber	robles	Intake Specialist	Southeast LA AJCC
11/6/2018	Judith	Ruiz	Employment Specialist	Southeast LA AJCC
11/6/2018	Elias	Saikaly	Project Manager	City of South Gate
11/6/2018	Marilyn	Sanabria		HYC
11/6/2018	Elizabeth	Sanders	Trainer	Southeast LA AJCC - Hub Cities
11/6/2018	Lenore	Smith	Counselor	Tweedy Learning Center (LAUSD)
11/6/2018	Cendy	Tiscareno	Counselor	El Rancho Unified School District
11/6/2018	Janet	Torres		Southgate Chamber
11/6/2018	Paula	Torres	Employment Specialist	Southeast LA AJCC-Hub Cities
11/6/2018	Edgar	VAQUIZ	CEO	Safe Castle Inc.
11/6/2018	Karina	Xochimitl	Employment Specialist I	Southeast Los Angeles America's Job Center of California
11/6/2018	Carol	Xochimitl	Rapid Response Coord.	Southeast LA AJCC
11/6/2018	Lorena	Xochimitl	Rapid Response Coord.	Southeast LA AJCC/Hub Cities
11/6/2018	Mareta	Zuniga	President	Workforce Connections

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
11/14/2018	Viggen	Aghkhanian	Retired	N/A
11/14/2018	Kris	Ankney	Energy Services -Dept. Asst. Director	PACE -Pacific Asian Consortium in Employment
11/14/2018	Evangelina	Arroyo		Employment Development Department
11/14/2018	Maria	Ayala-Galvan	HSA II	LA County Department of Social Services-GROW Program
11/14/2018	Linda	Choy	Job Developer/CDPS	Los Angeles County Office of Education
11/14/2018	Israel	Cobos	Personnel Director	Hacienda La Puente Unified School District
11/14/2018	Regeanie	Corona	CEO	Advancing The Seed, Inc.
11/14/2018	Dee	Cotton	Program Director	Tricities ROP
11/14/2018	An	Duong	Fiscal Officer	LA County - WDACS
11/14/2018	DARRELL	GADIE	Program Ananlyst	Los Angeles County Probation
11/14/2018	Jessica	Gallo-Valdes	Career Development Program Supervisor	LACOE
11/14/2018	Anna	Hernandez	Marketing Specialist	Employment Development Department
11/14/2018	Shelly	Laddusaw	Coord., School of Continuing Education	Mt. San Antonio College
11/14/2018	Diana	Lupercio	Coord.	Mt. San Antonio College
11/14/2018	Cathy	McClure	Director of Strategic Partnerships	Woodcraft Rangers
11/14/2018	Meski	Mengistu	HSA I	LA County Department of Social Services
11/14/2018	Maggie	Mireles	Manager	Hospitality Training Academy
11/14/2018	Devon	Monson	Asst. Principal	Whittier Adult School
11/14/2018	Vivien	Nguyen	Site Manager	Employment Development Department
11/14/2018	Joanne	Peterson	Chief Human Capita & Development Officer	LA Metro
11/14/2018	Rey	Reyes	Director Alternative/Adult Ed	El Rancho Unified School District
11/14/2018	Onica	Ross	Career Dev. Prog. Supervisor	LACOE
11/14/2018	Efrain	Ruiz	Court Volunteer/Intern Coord.	Los Angeles Superior Court
11/14/2018	Elmer	Samayoa	Energy Conservation counselor	PACE
11/14/2018	Jorge	Seccia	Program Admin.	HLPAE
11/14/2018	LaTisha	Sturges	Human Resources Analyst	County of Los Angeles/Department of Human Resources
11/14/2018	Edwar	Sykes	Supervisor	LA County Probation
11/14/2018	Connye	Thomas	Employment Program Manager	Employment Development Department
11/14/2018	Cendy	Tiscareno	Counselor	El Rancho Unified School District
11/14/2018	brenda	vela	CTE Teacher Advisor	LAUSD
11/14/2018	Ryan	Whetstone	Adult Consortium Manager	Mt. San Antonio College

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
11/20/2018	Janil	Alvarez	LA YouthBuild Program Coord.	CCLA- AYE
11/20/2018	Agavni	Anneyan	Program Supervisor	East Los Angeles/ West San Gabriel Valley AJCC
11/20/2018	Maritza	Canales	Business Service Representative	America's Job Centers of California
11/20/2018	Moises	Carrillo		Catholic Charities of LA (AYE) East LA/WSGV AJCC
11/20/2018	Ed Chang	Chang	CFO	In The Making
11/20/2018	Paul	Guzman	Executive Director	New Opportunities Organization
11/20/2018	Kashandra	Hall	Job Developer	Watts/Los Angeles Worksource Center
11/20/2018	sandra	ko	Project Director	Hospitality Training Academy
11/20/2018	Florema	L. Hernandez	Quality Assurance Specialist	ELA/WSGV AJCC
11/20/2018	Elias	Lara	Business Services Representative	ELA/WSGV AJCC
11/20/2018	Marga	Limon	Senior Office Asst.	LACCD-East Los Angeles College
11/20/2018	Laura	McNeil	Director	UAW-Labor Employment and Training Corp.
11/20/2018	Jack	Ochoa		Infinity GPC
11/20/2018	Rosa	Penaloza	Program Director	Catholic Charities of LA (AYE) East LA/WSGV AJCC
11/20/2018	Crystal	Prendiz	Employment Program Manager	Employment Development Department
11/20/2018	Elena	Quintana	Operations Manager	East Los Angeles West San Gabriel AJCC
11/20/2018	Mariam	Rojo	Business Service Representative INVEST	AYE
11/20/2018	Kelby	Ruiz	Graphic Artist	Independent
11/20/2018	Fiaz	Shah	Sr information systems analyst	Los Angeles County sheriff's department
11/20/2018	Renee	Tate	Program Services Coord.	Koreatown Immigrant Workers Alliance
11/20/2018	Maribel	Valdez		In The Making

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

LOS ANGELES COUNTY WDB WORKFORCE DEVELOPMENT BOARD

EXPANDING THE VISION FOR WORKFORCE DEVELOPMENT IN L.A. COUNTY

2018/2019 WIOA Local Plan Modifications - Stakeholder Meetings Attendee List

Meeting Date	First Name	Last Name	Job Title	Company
11/27/2018	Sue	Arellano		SCVEDC
11/27/2018	Maria	Ayala-Galvan	HSA II	LA County Department of Social Services-GROW Program
11/27/2018	Richard	Cesar		WDACS
11/27/2018	susie	cordova	Program Coord.	City of Santa Clarita
11/27/2018	Yesica	Fuentes	Vocational Development Specialist	Department of Veteran Affairs
11/27/2018	DARRELL	GADIE	Program Analyst	Los Angeles County Probation
11/27/2018	Maral	Helwajian		PUKUU
11/27/2018	Jodie	Hoffman		Golden Oak Adult School
11/27/2018	Jay	Johal	Instructor	Hi Desert Truck Driving School Inc.
11/27/2018	Julietta	Karapetyan	Program Asst.	LA County Department of Social Services
11/27/2018	Greg	Miraglia	Business Specialist	CA Dept of Rehabilitation
11/27/2018	Imelda	Padilla		LACW
11/27/2018	Darrel	Sauceda	Owner	ACS Group
11/27/2018	Holly	Schroeder		SCVEDC
11/27/2018	PAMELA	VILLASENOR	.	FERNANDENO TATAVIAM BAND OF MISSION INDIANS

WDACS WORKFORCE DEVELOPMENT AGING & COMMUNITY SERVICES

Exhibit A-4

Notification of All 10 Forums to State Board

Ali Raisdanai

From: Renfree, Bethany@CWDB <Bethany.Renfree@CWDB.CA.GOV>
Sent: Monday, September 17, 2018 1:53 PM
To: County of Los Angeles-Workforce Development Board; Dowdy, Michael@CWDB; Aguilera, Rafael@CWDB
Cc: Manuel Ruiz; Martha Molina-Aviles; Greta Setian; Ali Raisdanai; Irene Pelayo
Subject: RE: Local Planning Meeting Schedule and Locations for LA County Workforce Development Board/Local Workforce Development Area

Thank you.

From: County of Los Angeles-Workforce Development Board [mailto:wdb@wdacs.lacounty.gov]
Sent: Friday, September 14, 2018 4:50 PM
To: Renfree, Bethany@CWDB <Bethany.Renfree@CWDB.CA.GOV>; Dowdy, Michael@CWDB <Michael.Dowdy@CWDB.ca.gov>; Aguilera, Rafael@CWDB <Rafael.Aguilera@cwdb.ca.gov>
Cc: Manuel Ruiz <MRuiz@wdacs.lacounty.gov>; Martha Molina-Aviles <MMolina-Aviles@wdacs.lacounty.gov>; Greta Setian <GSetian@wdacs.lacounty.gov>; Ali Raisdanai <ARaisdanai@wdacs.lacounty.gov>; Pelayo, Irene@wdacslacounty <ipelayo@wdacs.lacounty.gov>
Subject: Local Planning Meeting Schedule and Locations for LA County Workforce Development Board/Local Workforce Development Area
Importance: High

Sent on behalf of the LA County Workforce Development Board

Greetings,

Please see the attached GovDelivery invite which was emailed today to community stakeholders throughout our local workforce development area, including all contacts from the Directory of Planning Partners and Interactive Corrections Map as provided by CWDB. The invite includes our full meeting schedule, locations, topics, and registration hyperlinks. Our first stakeholder engagement meeting begins on September 25, 2018.

Respectfully,
Ali Raisdanai, MPA CWDP
Human Services Administrator I, County of Los Angeles-Workforce Development Board
Workforce Development, Aging & Community Services (WDACS)
3175 W. 6th Street, Los Angeles, CA 90020
Email: wdb@wdacs.lacounty.gov

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From: Los Angeles County Workforce Development, Aging & Community Services [mailto:WDACS@subscriptions.lacounty.gov]
Sent: Friday, September 14, 2018 2:44 PM
Subject: Expanding the Vision for Workforce Development in L.A. County: Formal Invitation to Community Stakeholder Meetings

Expanding the Vision for

Workforce Development in L.A. County

We need to hear from you! We are seeking your input to begin exploring and driving new strategic partnerships to better serve the following five priority populations: Disabled/Uniquely-Abled; CalFresh Employment & Training; Non-custodial parents receiving services from Local Child Support Agencies; and English language learners, Foreign born, and refugees. Below you will find the themes as well as locations for 10 stakeholder engagement meetings designed to hear your input. These meetings will begin on September 25 and end on November, 27, 2018.

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

STAKEHOLDER ENGAGEMENT MEETING TOPICS & SCHEDULE

Workforce Services for English Language Learners, Foreign-Born Individuals & Refugees (Stakeholder Meeting #1)

Pomona Valley America's JobCenter of California

Tuesday September 25, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for the Uniquely Abled (Stakeholder Meeting #2)

Tuesday October 2, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

West LA America's JobCenter of California

Workforce Services-General Forum (Stakeholder Meeting #3)

Tuesday October 9, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Workforce Services for Unemployed, Underemployed and payment delinquent Non-Custodial Parents (Stakeholder Meeting #4)

Tuesday October 16, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for the Uniquely Abled (Stakeholder Meeting #5)

Tuesday October 23, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services-General Forum (Stakeholder Meeting #6)

Tuesday October 30, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for Unemployed, Underemployed and payment delinquent Non-Custodial Parents (Stakeholder Meeting #7)

Tuesday November 6, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

Workforce Services for CalFresh Employment & Training (Stakeholder Meeting #8)

Tuesday November 14, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

America's Job Center of California℠ Rio Hondo

Workforce Services for English Language Learners, Foreign-Born Individuals & Refugees (Stakeholder Meeting #9)

America's Job Center of California℠ East LA/West SGV

Tuesday November 20, 2018
6:00 PM to 8:00 PM
REGISTER NOW!

Workforce Services for CalFresh Employment & Training (Stakeholder Meeting #10)

Tuesday November 27, 2018
10:00 AM to 12:00 PM
REGISTER NOW!

America's Job Center of California℠ Santa Clarita

These meetings are OPEN to the public.
Workforce Development Aging and Community Services (WDACS) and the Los Angeles County America's Job Centers of California are equal opportunity employers/programs.
The stakeholder engagement meetings are being held in compliance with **EDD Directive WSD18-01**.
Assistive listening devices, agenda in Braille and/or alternate formats are available upon request. American Sign Language (ASL) interpreters, other auxiliary aids and services, or reasonable modifications to meeting policies and/or procedures, such as to assist members of the disability community who would like to request a disability-related accommodation in addressing the Board, are available if requested at least three business days prior to each stakeholder meeting. Later requests will be accommodated to the extent feasible. If accommodations for persons with disabilities are needed, please contact the L.A. County Workforce Development Board (WDB) at (213) 738-4913 at least three business days before each meeting from 8:00 a.m. to 5:00 p.m., Monday through Friday.
Meeting agendas and minutes will be made available on:
https://css.legistar.com/Calendar.aspx

America's Job Center of California℠ LA County

Update your subscriptions, modify your password or email address, or stop subscriptions at any time on your Subscriber Preferences Page. You will need to use your email address to log in. If you have questions or problems with the subscription service, please visit subscriberhelp.govdelivery.com.
This service is provided to you at no charge by County of Los Angeles.

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Exhibit A-5

Agendas
for the 10 Stakeholder Forums

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Hilda L. Solis
Mark Ridley-Thomas
Sheila Kuehl
Janice Hahn
Kathryn Barger

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WORKFORCE DEVELOPMENT, AGING AND COMMUNITY SERVICES

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Cynthia D. Banks
Director

Otto Solórzano
Chief Deputy

Community and Stakeholder Forum on:
Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees
Tuesday, September 25, 2018 10:00 AM to 12:00PM
City of Pomona Council Chambers

AGENDA

I. Call to Order and Welcome

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees

IV. Objectives of Community Forum

V. Consideration of and Discussions on:

A. What are the needs of individuals in this category?
B. What are the principal barriers to employment faced by these individuals?
C. What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
D. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
E. What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
F. Where do gaps in services exist for this target population and what can we do to bridge these gaps?

VI. Adjournment

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Cynthia D. Banks
Director

Otto Solórzano
Chief Deputy

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Community and Stakeholder Forum on:
Improving Services to Individuals with Disabilities through Competitive Integrated Employment
Tuesday, October 2, 2018 10AM to 12PM
West Los Angeles College, Culver City, CA

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. Overview of Competitive Integrated Employment

IV. State Requirements and Guidance on Services for Individuals with Disabilities through Competitive Integrated Employment

IV. Objectives of Community and Stakeholder Forum

V. Consideration of and Discussions on:

A. How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?

B. Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?

C. Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

D. Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?

E. How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

F. Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

VI. Adjournment

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Kathryn Barger

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Cynthia D. Banks
Director

Otto Solórzano
Chief Deputy

Community and Stakeholder Forum on:
Community Forum on Local Workforce Planning
Tuesday, October 09, 2018 6PM to 8PM
Compton College The Little Theater, Compton, CA

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. Purpose of the Community Forum

IV. Objectives of Community and Stakeholder Forum

V. Consideration of and Discussions on:

A. What services and support do job seekers need to help prepare for and find work?

B. What types of training are most needed in the area?

C. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

D. Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.

E. If you were writing the local workforce plan, what would your priorities be and why?

VI. Adjournment

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Otto Solórzano
Chief Deputy

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Community and Stakeholder Forum on:
Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents
Tuesday, October 16, 2018 10:00 AM to 12:00PM
Chimbole Cultural Center, Palmdale, California

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. State Requirements for Review and Modification of Plans to Incorporate Collaboration among the Workforce System, the Local Child Support Agency, and Other Organizations Serving Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents (NCPs)

IV. Objectives of the Community Forum

V. Consideration of and Discussions on:

- A. What barriers to employment are most common among targeted NCPs?
- B. What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- C. What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- D. Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
- E. What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
- F. How can local organizations work better to ensure positive employment and career outcomes for NCPs?

VI. Adjournment

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Otto Solórzano
Chief Deputy

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Community and Stakeholder Forum on:
Improving Services to Individuals with Disabilities through Competitive Integrated Employment
Tuesday, October 23, 2018 10AM to 12PM
Hacienda La Puente Adult School Cafeteria, La Puente, CA

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. Overview of Competitive Integrated Employment

IV. State Requirements and Guidance on Services for Individuals with Disabilities through Competitive Integrated Employment

IV. Objectives of Community and Stakeholder Forum

V. Consideration of and Discussions on:

A. How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?

B. Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?

C. Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

D. Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?

E. How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

F. Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

VI. Adjournment

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Community and Stakeholder Forum on:
Community Forum on Local Workforce Planning
Tuesday, October 30, 2018 10:00 AM to 12:00PM
LA Southwest College

AGENDA

I. Call to Order

II. Opening Remarks
Martha Molina-Aviles, Interim Executive Director
County of Los Angeles Workforce Development Board

III. Welcome Address
Dr. Seher Awan, President
Los Angeles Southwest College

IV. Forum Presentation
Angela Gardener, Facilitator

A. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

B. Purpose & Objectives of the Community and Stakeholder Forum

C. Consideration of and Discussions on:

i. What services and support do job seekers need to help prepare for and find work?

ii. What types of training are most needed in the area?

iii. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

iv. Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.

v. If you were writing the local workforce plan, what would your priorities be and why?

V. Adjournment

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Director

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Chief Deputy

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Community and Stakeholder Forum on:
Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents
Tuesday November 6, 2018 10:00 AM to 12:00PM
Southgate Girls Club House, Southgate, CA

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. State Requirements for Review and Modification of Plans to Incorporate Collaboration among the Workforce System, the Local Child Support Agency, and Other Organizations Serving Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents (NCPs)

IV. Objectives of the Community Forum

V. Consideration of and Discussions on:

- A. What barriers to employment are most common among targeted NCPs?
- B. What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- C. What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- D. Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
- E. What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
- F. How can local organizations work better to ensure positive employment and career outcomes for NCPs?

VI. Adjournment

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Chief Deputy

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Community and Stakeholder Forum on:
Collaborating with CalFresh Employment & Training Programs
Wednesday November 14, 2018 10:00 AM to 12:00PM
Santa Fe Springs Town Center Social Hall Conference Room, Santa Fe Springs, CA

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. Overview of the CalFresh Employment and Training Program

IV. State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program

IV. Objectives of the Community and Stakeholder Forum

V. Consideration of and Discussions on:

A. Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?

B. What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?

C. What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

D. What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

E. Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

VI. Adjournment

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Director

Otto Solórzano
Chief Deputy

Community and Stakeholder Forum on:
Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees
Tuesday, November 20, 2018 6PM to 8PM
Centro Maravilla Auditorium, Los Angeles, California

AGENDA

I. Call to Order and Welcome

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees

IV. Objectives of Community Forum

V. Consideration of and Discussions on:

A. What are the needs of individuals in this category?
B. What are the principal barriers to employment faced by these individuals?
C. What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
D. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
E. What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
F. Where do gaps in services exist for this target population and what can we do to bridge these gaps?

VI. Adjournment

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Director

Otto Solórzano
Chief Deputy

Community and Stakeholder Forum on:
Collaborating with CalFresh Employment & Training Programs
Tuesday November 27, 2018 10:00 AM to 12:00PM
AMS Fulfillment Employee Training Room, Valencia, CA

AGENDA

I. Call to Order

II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

III. Overview of the CalFresh Employment and Training Program

IV. State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program

IV. Objectives of the Community and Stakeholder Forum

V. Consideration of and Discussions on:

A. Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?

B. What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?

C. What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

D. What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

E. Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

VI. Adjournment

Exhibit A-6

PowerPoint Presentations
for the 10 Stakeholder Forums

Collaborating with CalFresh Employment and Training Programs

Local Workforce Planning and Biennial Updates

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local educations agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

What is the CalFresh Employment and Training Program

CalFresh is California's version of the federal Supplemental Nutrition Assistance Program (SNAP, formerly known as Food Stamps). It is part of the Nutrition Title of the national Farm Bill.

Under SNAP, Employment and Training (E&T) Programs were created to help food stamp recipients gain skills, training, or experience and increase their ability to obtain regular employment.

CalFresh E&T funds can be used to provide enhanced individualized services to program participants and are a potential food stamp outreach tool for low-income working families.

Overview of Local Plan Guidance on Workforce Partnerships with CalFresh and CalFresh Employment and Training Programs

- The California Workforce Development Board has entered into a formal partnership with the California Department of Social Services, the County Welfare Directors Association, and California Workforce Association with the goal of improving labor market outcomes for all recipients of CalFresh.
- Currently in California, 38 county human services agencies offer CalFresh Employment and Training (CalFresh E&T) program services to CalFresh participants on a voluntary basis.

- According to the California State Employment and Training Plan (E&T Plan), California's CalFresh E&T program helps CalFresh recipients gain skills, training, and work experience that will increase participants' ability to obtain regular employment, advance on a career pathway, and achieve economic self-sufficiency.
- In FFY 2018, CalFresh E&T expects to serve over 100,000 CalFresh recipients.
- This growth is supported by a unique funding opportunity. CalFresh E&T providers, including county human services agencies and other third-party partners, are eligible to receive uncapped federal 50 percent reimbursement for costs paid using non-federal funding to provide allowable E&T services to people receiving CalFresh.

- CalFresh E&T services are delivered by county human services agencies and a variety of other service providers, including CBOs and community colleges.
- Local Boards are encouraged to contact county human services agencies and invite them to participate in regional planning efforts.

Objectives of this Community Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on building and/or strengthening partnerships with CalFresh Employment and Training Programs

For Your Consideration/Input

- Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?
- What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
- What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

- What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?
- Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

Thanks!

We greatly appreciate your input.

Community Forum on Local Workforce Planning

Local Workforce Planning and Biennial Updates

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
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Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local educations agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

Why Hold a Community Forum?

- To ensure that the interests of client populations are placed at the center of planning conversations.
- The California Workforce Development Board is encouraging every local board to participate in a meaningful community engagement process.
- The State has also encouraged Local Boards to work with stakeholders, including community-based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the populations targeted by state and local plans to develop better strategies to serve them. This engagement could be conducted through specific stakeholder input sessions that are focused on these populations.

Objectives of this Community Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of the workforce
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

For Your Consideration/Input

- What services and support do job seekers need to help prepare for and find work?
- What types of training are most needed in the area?
- Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

- Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.
- If you were writing the local workforce plan, what would your priorities be and why?

Thanks!

We greatly appreciate your input.

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Local Workforce Planning and the Biennial Updates

Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local educations agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

- Competitive Integrated Employment (CIE) is work performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with and without disabilities.
- CIE is full- or part-time work that:
  - Compensates individuals at no less than the legal minimum wage and at the same rate as non-disabled employees with the same skills, performing the same work
  - Yields an income comparable to that of similarly situated non-disabled individuals
  - Provides the same benefits available to other employees
  - Is at a location where employees interact with other persons who are not individuals with disabilities
  - Presents opportunities for advancement

What is Competitive Integrated Employment?

- In 2017, the California Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the California Department of Education (CDE) formalized a partnership agreement around creating more opportunities for individuals with intellectual disabilities (ID) and developmental disabilities (DD) through CIE and other mechanisms.
- Local Boards must submit modifications to their local plans that address how they will engage with local counterparts of the three state-level partners to align with the State CIE strategy embedded in its blueprint.

Overview of Local Plan Guidance regarding Competitive Integrated Employment

- The state-level CIE partners (DOR, DDS, CDE) have developed a Local Partnership Agreement template to assist local education agencies, DOR districts and DDS regional centers in collaborating more effectively in assisting individuals with ID and DD.
- Staff at AJCCs are expected to understand the needs of jobseekers with ID/DD and be knowledgeable about programs and resources that can aid in their success.
- DOR's district staff will designate a point of contact for the Local Boards to help provide linkages to service providers of individuals with ID/DD.

- DOR district staff will partner with Local Boards to outreach to employers and partners to develop strategies to achieve CIE opportunities for consumers.
- The State Board recommends that Local Boards support the recruitment, referral, and employer engagement efforts of DOR representatives.

- Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on implementing competitive integrated employment for individuals with intellectual disabilities and developmental disabilities.

Objectives of this Community and Stakeholder Forum

- How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
- Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
- Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

For Your Consideration and Input

- Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
- How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

» Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

Thanks!

We greatly appreciate your input!

Los Angeles County

Workforce Development, Aging and Community Services

IMPROVING COORDINATION AND COLLABORATION AMONG STAKEHOLDERS TO IMPROVE SERVICES TO ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES

WDACS
WORKFORCE DEVELOPMENT
AGING & COMMUNITY SERVICES

LA County
America's JobCenter
of California℠

LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

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OVERVIEW OF REGIONAL PLAN GUIDANCE REGARDING ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES

- English language learners, foreign born individuals and refugees comprise a significant percentage of California's workers
- Individuals from this target group face barriers to employment that keep family-supporting wages and entering California's middle class out of reach
- Practices from various regions in California and programs in other states suggest that models exist that are successful in accelerating skills acquisition and wage gains among this target group
- The quality and variety of partnerships, training options, career planning and support services may be key factors in achieving successful outcomes for this target population

LA County America's JobCenter of California℠

OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

- Give stakeholders and the community the opportunity to weigh in on the needs of this target groups
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for English language learners, foreign born individuals and refugees

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FOR YOUR CONSIDERATION AND INPUT

- **What are the unique needs of English language learners, foreign born individuals and refugees?**
- **What are the principal barriers to employment faced by these individuals?**
- **What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?**

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- What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?

- What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?

- Where do gaps in services exist for this target population and what can we do to bridge these gaps?

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Thanks!

We greatly appreciate your input!

LA County
America's JobCenter of California℠

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Local Workforce Planning and the Biennial Updates

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- Enhanced partnerships with local educations agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

Overview of Regional Plan Guidance regarding Partnerships with Local Child Support Agencies (LCSAs) and Services to Non-Custodial Parents (NCPs)

- The State Workforce Development Board has entered into a formal partnership with the California Department of Child Support Services (DCSS) with the goal of improving labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.
- The vision of DCSS is that all parents will be engaged in supporting their children. This is achieved through the interventions including: establishing paternity, locating parents, establishing child and medical support orders, enforcing and modifying child and medical support orders, and collecting and disbursing child support payments.

- The State Board has directed Local Boards to engage and work with LCSAs and specific partner CBOs to serve their local non-custodial parent population.
- Among the processes that are expected to result from workforce-child support network partnerships are referral protocols, including those from LCSAs and family court; enrollment of clients in training programs that will lead to family-sustaining wages; employment opportunities in careers within growth industries; and services that promote retention in training and on the job.

Objectives of this Community and Stakeholder Forum

- Provide stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for unemployed, underemployed and payment delinquent non-custodial parents

For Your Consideration and Input

- What barriers to employment are most common among targeted NCPs?
- What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?

- What strategies and tools are used to motivate and incentivize NCPs' in acting on referrals, participating in training/skills development and retention in employment?
- How can local organizations work better to ensure positive employment and career outcomes for non-custodial parents?

Thanks!

We greatly appreciate your input!

Exhibit A-7

Meeting Notes
of All 10 Stakeholder Forums

County of Los Angeles

Workforce Development, Aging and Community Services

September 25, 2018

Pomona City Hall

Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees

Welcome and Introductions | MOU Phase II Process and Requirements | Role of Adult Education Partners in WIOA AJCCs

Welcome and purpose of meeting by Martha Molina-Aviles. Acknowledgment of Pomona AJCC and WDACS management and staff.

Andrea Moreno, Deputy from the Office of Supervisor Hilda Solis, brought remarks from Hilda's office and thanked everyone in attendance.

Martha introduced David Shinder, facilitator.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

David Shinder gave an overview of the coming discussion based on the slides. These slides included but are not limited to, the following content, background on WIOA, explanation of WDBs and LWDBS, biennial review of local plan, required modifications to the local plan, descriptive overview of today's specific plan modification topic, stakeholder forum objectives and review of guiding discussion questions.

1. What are the unique needs of English language earners, foreign born individuals, and refugees?

Yvette Crayon-Spa 1 Green Thumb Antelope Valley Youth Program
One of the barriers or the issues that I see with every population is the law. They need to be educated on the law, what their rights and restrictions are, whether it be them being intimidated by the law and not wanted to exercise their rights. Within my practice as an advocate in our community providing those rights decreased barriers in homelessness because they were able to go into the judiciary system and speak up for their rights.

Heidi Alcala Mt.-San Antonio College
Learn the culture, need to learn how to apply for employment in the U.S. It is different in a different country, so they need to be educated on how to do that as well.

Anita Yang- Los Angeles County
Somebody that can help them navigate through the system, on behalf on how to get things settled navigating them through the CA system.

David Shinder-The use of navigators are extremely valuable, especially for those who do not have a family member or someone to help them.

Sarah Moussavi- Cal Poly Pomona English Language Institute/Chaffey Community College
With my students I see lack of confidence, feeling that they cannot learn the language, or cannot learn it quickly enough. Build their self-confidence, and to give them the knowledge about resources to take advantage of.

Fernando Romero- Director of Pomona Economic Opportunity Center
The needs and barriers a lot of times is the immigration status, 95% of them are undocumented. Lack of access to trainings or resources to get them to develop or advance their skills. Whether it's lack of access to trainings at community colleges, Workforce development programs. Their Immigration status and SS.

Mary Margaret Franco - California Learns, Inc.
Lack education of education available. They would not know that we are offering free education services. Needs to be educated on all the services available for them, so that they're not in fear of immigration issues.

Natalie Camacho- California Learns, Inc
Specifically of the refugee population in need of mental health services and support. Assume that they may have some level of trauma. May be in need of mental health support to overcome those barriers so that they can be productive workers.

Phil Starr - PV AJCC
English language learners, foreign born individuals, or refugees, staff that can communicate with them in their language and culture so that, that can shortcut and make them more comfortable, understanding what their needs are.

Ahmad Mansur- AltaMed Health Services/ Manager -Workforce Development
ELL need social and emotional support by some of the Non-profit organizations.

Ruben Mercado - L.A. County Office of Education (LACOE) GROW
The caseloads are so large for the case workers that although they should be able to help them navigate through the system, they are not able to. Motivation is important to the English language learners etc. Case workers don't have the time due to large caseloads.

Ray Inge- Pomona Valley Hospital Medical Center
There is a real need to help people navigate through the healthcare system. We have an entire department called eligibility services, where they can find out what they are eligible for before emergency hits or before the prices hits. Emphasis on how to navigate through the systems including healthcare.

Kris Ankeny - PACE
Mentoring program that provides guidance to these individuals.

Yvette Crayon - Green Thumb AV Youth Program

Find a lot of foreign individuals or refugees that live in unincorporated areas with very few services. No services that they can get in the city. They have no idea of the services that are available to them so, needs a better collaboration with the city and services.

Hector Silva - EDD serving AJCC in Pomona & West Covina
Veterans that come in they have a veteran service navigator. Need a system or a staff that can help do that for the English language learners, foreign born individuals, etc. At point of entry we can assess them for their needs.

Anita Yang - ResCare Workforce Services
Refugee population those that cannot read in their native language the navigators are helpful. Huge problem is that we presume that they are literate in their own language but part of the huge problem is that they are not.

Carmen Jimenez-Wynn - Frank D. Lantermann Regional Center
A lot of immigrant families have transportation issues, have a hard time getting access to services.

Thomas Morrison - Weingart Center/ Grow Program
Barriers for ELL, FBI we don't take enough responsibility in our own programs. How can we help or assist English language learners, foreign born individuals, or refugees if we don't examine our own programs. A lot of our own programs are made up a lot of mental health, need to reconstruct our own programs. Take care of our own.

Tim Sandoval - Mayor of Pomona
Thank you for all that you do, the collaboration that I see happening.
A lot of the families, the work that we do with the children of refugees are critical, their parents never had an opportunity to get an education.

Monica Guardian - AltaMed Health Services
See how important it is to diversify our workforce. Making an effort to provide them with resources so that they feel supported, in terms of who they are servicing. Couple of partnerships, we work with academic institutions.

2. What are the principal barriers to employment faced by these individuals?

Laura Jimenez – The Office of Senator Ed Hernandez
For the Latino community, most times will quit job to take care of elderly family members. Provide more wrap around services, again navigating them through the system so that they can learn more resources for their seniors such as senior centers, adult day care centers.

Mary Margaret Franco - California Learns, Inc.
Needs help navigating through the system, better approach on how to educate them on services available such as child care, education, transportation services.

Ryan Whetstone - Mt. San Antonio College Adult Education
Overcoming the current climate of fear, so a person is not afraid to access those services. Adult education was founded to serve immigration population, need an open campaign to know that services are available for them without the fear (of Immigration or ICE).

Jody Fernando ESL program at Mt. San Antonio College

We've been planning an immigration fair for our students, hoping to connect our students to trustworthy organizations. Due to fear of climate, we changed the name to ESL open house resource fair. Efforts to help them bring family and friends to the center to see what they do and their school.

Nicole Hibner - Tri Community Adult Education
Trying to bridge the gap between our ESL programs and our CTE programs

Heidi Alcala - Mt. San Antonio College
Students need help speaking language and now they need help finding a job, needs help to find a job, tailoring their resume, and apps. Partnership with someone to check their resume and have mock interviews.

Shelly Laddusaw - Mt. San Antonio College
Coordinate and co locate with our Pomona AJCC to have a staff member there and vice versa, want to share what they provide.

Anita Yang - ResCare Workforce Services
Agreed with the representative from Mt. SAC changing the wording of their fair/program to fit the climate of fear for some English language learners and tired of the word "barrier".

Andrea Moreno- BOS District 1
Low income people in general are not talking to their friends about these resources and not plugged in socially. Need a more social way to reach out to them. Especially the folks that are using navigators. But we need social strategies such as events, social settings to get the resources to them.

Unknown Name, Re-Entry Navigator Pomona Valley AJCC
Reach out to them through social media, commercials, go and speak to them in their native language. Advertise to them socially more through radio, social media, newspapers, etc.

Andrew Quinones - SoCal Service Corps.
Successful holistic way to connect with immigrants is connecting them with local community gardens, able to integrate with the culture, leads to job opportunities. Holistically can help immigrant workers and their families.

Ahmad Mansur - AltaMed Health Services
Look at how we can redesign, challenge is redesigning, and how can we deliver these services.

Daniela Alvarenga- Pomona Economic Opportunity Center
Acknowledge the strength and resilience in our community. Acknowledging their diversity, empower them to navigate on their own. For a lot of ESL learners, English is not their 2nd language.

Phil Starr - Pomona Valley AJCC
Having a vibrant facility that has most of the services necessary, so that they're not challenged with having to go to different places and be uncomfortable especially with the climate in the

country at this time. Other community based organizations so that they can get programs on the spot

Yvette Crayon - Green Thumbs AV Youth Program
Biggest issue in any population is them identifying what their barrier is. We assess them on how they answer a question; are they illiterate? Do they have a disability? Some participants from prison, need assistance and the help.

Hector Silva - EDD
Working with day laborers, working with individuals that need a job right away. We need to look at all the different strategies and services.

Nicole Hibner - Tri- Community Adult Education
Need Strategies to bridge the gap.

3. **What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?**

4. **What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?**

Nicole Hibner – Tri Community Adult Education
Goes over the different type of teaching modules to get the ESL students to learn the academic portion at the same time they are training.

David Shinder- when we look at the model, we tend to do from a workforce point of view, we go back to remediate, and that's not always the best strategy. Variety and tools to do all of these things.

Sheryll Carter - East San Gabriel Valley REP
Multitude of medical related training programs. With our Nurse Assistant's program it's a quick training program but we have to tailor it to our clients, ESL, bridged the gap between training and the ESL component for students.

Jody Fernando - Mt. San Antonio College
We have a specialized vessel program, cohort based to prepare them for next steps either more education or a job (more advanced professional context) students go through 1 or 2 semesters...IET we are developing classes for intermediate and advanced level students.

Devon Monson- Whittier Adult School
Need a program that braids into other programs that can accelerate the program.

Jeanine Mann - Western University of Health Sciences
Have had the privilege working and developing communities and countries,
Having that integrated vocational program is very beneficial and successful and it puts people to work faster.

Gail Evans Grayson - Western University of Health Sciences

In order to meet the needs of the community we have to look like who we are serving but work together and not give up.

5. Where do gaps in services exist for this target population and what can we do to bridge these gaps?

Jeanine Mann - Western University of Health Sciences
Transportation and the idea of burnout within our own staff members. They are running out of steam, we are in need of additional resources, more people, so that they can do more without the burnout and better marketing.

Yvette Crayon - Green Thumbs AV Youth Program
A big gap is a lack of networking, creating a networking system/ referral system...wrap around component within that community.

Comments:

Hector Silva- EDD
Identify individuals in our communities that would like to come in and share their stories or struggles. That can be a voice for the immigrants, to see what they have gone through.

Los Angeles County

Workforce Development, Aging and Community Services

October 2, 2018

West Los Angeles College

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Welcome and Introductions | MOU Phase II Process and Requirements | Role of Adult Education Partners in WIOA AJCCs

Welcome and purpose of meeting by Caroline Torosis. Acknowledgment of West LA College staff.

Angela Gardner introduced herself as the facilitator.

Agenda followed as printed.

Overview of Local Plan Guidance regarding Competitive Integrated Employment: Competitive Integrated Employment is work that is performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with or without disabilities. CIE work at the part-time and full-time level further explained in slides.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

Q1. How are DOR and the workforce system currently working together with local partners to support the employment goals of individuals with intellectual and developmental disabilities?

Chad Besca, DOR: The Department of Rehabilitation is currently working with local AJCCs and has staff co-located in AJCCs.

Andrea Gardner: What's the purpose of them being in the AJCCs and what will expansion look like?

Chad Besca: I don't know the specifics of the expansion but we do collaborate with an AJCC.

Josefina Santiago JVS: At my center we have a DEA (Disability Employment Accelerator) funded accelerator program that targets the uniquely abled. One strategy to increase the likelihood of an employer hiring our participant is providing the employer with paid work experience for the first 100 hours, with the expectation that they will be brought on full time if they are a good match. A thorough assessment of strengths is done before sending the participant out to work.

Andrea Gardner: Josefina uses the term uniquely abled. That is a term that is often used more and more. Never put the disability before the person.

Ann Velair, LAUSD Navigator: I work with people at the at school level to ensure that whatever pathway that person wants is able to be reached by getting all requirements that will lead to the job that they want, including education and job training.

Danielle Shephard, West LA College: CTC is a collaboration between DOR, The Office of the State Chancellor and 8 community colleges. Everything done academically in the program is working toward gaining employment. More recently, in the last 8 months, we've been trying to partner more with the AJCC and it has been challenging. Sometimes the person with the knowledge leaves. Providing services and getting individuals trained through DEA programs. There are other AJCCs that we are looking to partner with. We implement partnerships in multiple ways at the college. Specifically, for our students with disabilities we reach out to the disability coordinator. Currently the West LA AJCC does not have that person on staff. Being able to attend and co-host recruitment events helps.

RD Plasschaert (Lady with red hat): Speaking directly to the point of employment roles for individuals with disabilities, I had a nasty experience with DOR. Many of us are interested in entrepreneurship and we have the capability and drive to do so. We wish to gainfully contribute to the financial system. Part of the nastiness that occurred was that I was looking at them as my partners and when they accepted me into the program. Two weeks later I was transferred to another case worker that told me no to many things, including working over the internet.

Claudia Finkle, JVS: We have an assessment center and we review business plans and then submit it to the State for approval and funding. There is a forum or pathway to make that happen but you have to develop a plan. I want to assure you that there are resources out there.

Martha Acosta: I am a recipient of DOR services because I am hard of hearing. I was supported by DOR through higher education. That wouldn't have happened had I not come to a college campus and been connected to a DOR counselor. Not all counselors are created equal. I've had experiences where people are insensitive or impatient because they're unaware or don't know how to communicate properly with people with disabilities.

Vivian Han, Special Education Manager at CA Charter Schools Association: There are a lot of great programs and agencies that provide that pathway. The programs may exist but they are not always accessed by youth with disabilities. There are often logistical or other barriers. Everyone doesn't know how to access these programs. It can be difficult because of paperwork or shifting deadlines.

Q2. Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?

Lydia, Westside Regional Center: There are efforts on the way. Within the past year we've connecting with local school districts to create local partnership agreements. We are an employment first agency.

Debbie, San Gabriel Valley ROP: We have two programs that do what's being discussed at the high school level. We have partnered with DOR and regional centers in the San Gabriel Valley to be able to provide paid work experience for students. This is really exciting for the high school students. There might be some hesitation because of the stigma of having a challenge so they don't come forward. We just finished a program through the Department of Labor and we had a number of students that self-identified but there were a lot that did not or refused, and that is their choice. The students that did disclose were referred to the We Can Foundation and they were employed through the work ability program.

Tameka Rutledge: There should be a focus on life after high school. We partner with JVS and DOR. We are in the infancy stage for services for students with disabilities. Sometimes if you send a student out with a referral who knows where they go.

Vivian Han, Special Education Manager at CA Charter Schools Association: It's great to hear about your program. From the charter school perspective there are a lot of schools that can't access partnerships and they primarily go to school districts of a certain size that can support that infrastructure. Charter schools don't have the scale to be able to support these programs. One of my challenges has been how to help schools that do not have that pathway established. It's very hard for admins to figure out how to tap into these systems

Julie: Missing a key player here, parents. It was parents who were often very afraid of what would happen to their kids benefits. We partner with a program that teaches parents about what happens after special education.

Corina Flores, Student at West LA College: I have been connected to the CTC program here and there was a lot of paperwork to complete and then there was a 3 day assessment that was hard to complete.

Andrea Gardner: There's definitely an opportunity for improvement in regard to the large amount of paperwork. Thank you for sharing.

Q3. Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

Lydia: We are in the beginning stages. We encourage anyone that has not yet started a partnership to reach out your local regional center or Department of Rehabilitation office and let them know that you're interested. The goal of the partnership is to implement the employment first initiative for youth, since I work with a high school. With this initiative youth are given the opportunity for employment from the regional centers. In the past they may not have had those options so we're focusing more on providing employment opportunities.

Q4. Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?

Catherine Makinney, West LA AJCC: We run a disability program and those involved attend two day training in Sacramento. Not everyone at the center is trained but those that are assigned to work specifically with this population are trained and have ongoing training. Even in the realm of sensitivity training and how to ask someone in an appropriate way about their needs if they're not seeing it. That training should be happening.

Claudia Finkle, JVS: The only reason that training occurs is because we have a DEA grant. If you don't have that funding where does training come from?

Andrea Gardner: That's a key part of this training? Are there ways to get that training even if it's sensitivity training?

RD Plasschaert (Lady with red hat): I want to offer two phrases for you all to consider particularly in respect to this meeting. The use of clean language and the use of motivational interviewing techniques. This training is offered for free and helps with using words that don't have as much bias and allows you to ask questions that aren't offensive and have careful wording.

Ann Velair, LAUSD Navigator: Coming from an adult school district and knowing the K-12 environment, there are fewer legal requirements for special educations in the K-12 environment than anywhere else. For adults there aren't the same requirements so we just don't do it. But I do think that with the WorkSource centers and AJCCs we could create training for people that interact with this population.

Vivian Han, Special Education Manager at CA Charter Schools Association: One type of training that could be very helpful is customized employment. It is something that we know to be a best practice for individuals with ID/DD and there are really successful outcomes. It's been around for a while and it's

not well known, especially around schools. It's still knew to a lot of educators and administrators. There are some training efforts out there but they go mostly to agencies, not to schools. Without that training at the school level or parent level these families won't know how to reach out or who to reach out to.

Unknown Woman: We don't have to reinvent the wheel, these tools are out there. The Association for People Supporting Employment First has a certification called Certified Employment Support Professional. It's cutting edge. These tools exist and don't get used. It helps to identify a person's skills and support what they need instead of going to business and asking for open spots and making bad employment matches for participants.

Martha Molina-Aviles: Part of this whole process is to incorporate the feedback and to make sure that we address any concerns of the community. I want you to know the steps we'll take to do this. The draft will be sent out with all of your feedback and you will have 30 days to give feedback and make sure we got it right. In some places the job centers meet on a quarterly basis and you might want to be included in that.

Student at West LA College: People should speak directly to us and not through us.

Q5. How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

Bianca Smith, Chrysalis: Last week in a meeting with a DOR representative the issue is that our clients are told that it will take 3-6 months for service. The other question is that the connection to employers was asked about but DOR said they refer out for that. At this point 6 month to get a case manager and 9 to get further incomes. If there are no tangible outcomes it's hard to get clients to use services.

Lydia: Started to have their own employment events at the regional center. We had one in July and we're looking to have one in October.

Professor Trish Jones: Partnered with numerous WorkSource centers since 2013. Have been very successful at placing people in employment. Here to share information about notary program and would like to bring these classes to more people.

Lilly Handly: Another plug for customized employment, works at J. Nolan. Tricky because funding isn't completely worked out. The person goes thru a time limited employment program and you go to really specific people. It's a really good process and I hope the state funds that specifically.

Claudia: How involved are they at the state level? I know at the regional level it's happening but how is it happening at the state level, so it comes from the top down. If it's not coming from the top we're going to have the bureaucratic road blocks that people keep talking about.

Martha Molina-Aviles: Statewide we're required to partner with DOR at the state level.

Caroline Torosis: We know that we can't train people for jobs unless we know where the vacant jobs are. What are the best practices from this group or what could we do better to support you? Are there any specific agencies that we should be reaching out to?

Angel Key, Adjunct Professor and Job Developer at West LA College: We've had great success with the restaurant industry. Outback Steakhouse for example. It turns out that they're flipping their ideal restaurant to make them more disability friendly. At the Del Amo Mall location they hired three from our program and 4 from another program. It's been restaurant and retail based.

PACE: We are co-located with JVS and we have a lot of individuals that are entrepreneurs. If you have anyone interested in starting their own business we can help. Our mission is job creation and retention.

Lydia: For the regional center there's funding available as a paid internship program and it can be an incentive for employers as well. That can be a way to open doors as well.

ROP lady: We host a transition night the last 5 years. It's for students and their families. Workshops are conducted for the parents. This is for students looking to transfer to program. Maybe a specific job fair for those with challenges along with parents.

Desiree Boykin, Consumer Advocate: Have had job fair and employer mixers and there is opportunity for partners to collaborate.

Q6. Have recruitment, referral, and employer engagement strategies been define? If not what is planned?

Lady from PACE: As a school we have advisory boards and that's where your grease the wheel and say we have a special population, would you be willing to work with them at the paid internship level or be willing to bring them on full time.

Westside Regional Center Staff: We started an employment first business advisory committee at Westside (Regional Center). Right now we have our service providers attending but we're trying to recruit different employers. We're the middle person trying to connect service providers with actual employers.

RD Plasschaert: I have no idea how your structure works but one thing I know from other social justice areas is that there is a lack of communication between providers. One thing I push is virtual services. Is there any central locus where everyone here is able to get in touch with everyone else? A place where they can ask a question in a forum and get an answer? When I go somewhere as a consumer I research first. I researched 40 service providers before going to DOR. I went and someone there told me to look at the website to see a list of services but how many of my peers have access to the internet? I've found that virtual access is an easy way to keep fast and coherent information available.

South Central Regional Center Staff: We have advisory meetings every fourth Monday of the month where we meet with the population that we serve and they direct us to what their concerns are and we have answers for them at the next meeting. It gives us a connection to what the people we serve need.

Lady from PACE: We're talking about employment and when employed you get aid, and when you get paid you pay taxes. I want everyone to know that there is a free income tax preparation resource available.

Caroline Torosis: The County has a Center for Financial Empowerment that allows people to get tax preparation assistance. Most people coming into AJCCs are income qualified to receive this service.

Lady from PACE: Most clients qualify for Income Tax Credits but if they don't know to file they'll never receive that tax return.

Martha Molina-Aviles: Our community service centers assist with income tax services. All of our AJCCs have public access to computers because we understand that not everyone has a computer at home or access to the internet. Not just our but all of the WDBs across Los Angeles have public access to computers as well as the Community Centers.

Lady with short hair and plaid shirt. Spoke previously: The state council has an employment first committee and they meet monthly. A state agency signed a new law that provides more access to data from various state entities. This committee is going to use that data to craft policy and strategies for better outcomes.

Los Angeles County

Workforce Development, Aging and Community Services

October 9, 2018

El Camino College – Compton Center

Community Forum on Local Workforce Planning

Welcome and Introductions | Call to Order | Overview of 4 year Local Workforce Plans | Purpose of Community Forum | Objectives of Forum

Welcome and purpose of meeting by Martha Molina-Aviles. Acknowledgment of Rancho Dominguez AJCC staff. Purpose of meeting.

David Shinder introduced himself as the facilitator.

Agenda followed as printed.

Facilitated Discussion

Q1. What services and supports do job seekers need to help prepare for and find work?

Jeremiah Gutierrez, Compton College
General services like training in construction and janitorial services are needed. People might need financial, emotional and mental support. People need to know that someone is with them every step of the way.

David Shinder
These things are always mentioned and this is an excellent way to get us started.

Dr. Domonique Reece, CFPB/Armed Forces Services Corporation
All job seekers need financial coaching to help prepare for and find work.

David Shinder
Financial coaching is something that we've been adding more and more.

Alex Wayman, Hospitality Training Academy (HTA)
One barrier we consistently see is childcare as a critical issue. Hospitality and healthcare are 24/7 jobs and being able to find childcare is a huge barrier to employment and retaining employment. Some people can't even get into training due to this barrier.

Carolyn Christian Hines, LA Community College District
We have to include to concept of entrepreneurship and the gig economy. They need to know how to monetize their skillset and make money for themselves. Most employers hire people with an entrepreneurial mindset.

Roberto Rodriguez, Compton YouthBuild
What I find as an issue yearly is, how do young people know which services are available? How is information being presented in a manner that is feasible for them to use? Not until something happens in their life do they figure out how to do things for themselves. The system is saying you need all these things but where are the places for them to access the things that they need? We have the access but there are so many things competing for their attention. So many students don't have the ability to make decisions and have been traumatized to believe that they'll fail. Mentorship is also important. Being able to provide these classes in a cohort system would be more helpful for them. Also, transportation, it has changed the way some young people have been able to participate in the programs.

Jalonn Harrison, Rancho Dominguez AJCC
The community needs more LMI information. Instead of information on places that might be out of the community that they might not be able to get to. The labor market right now is talking to people about construction because the city is growing.

Dr. Domonique Reece, CFPB/Armed Forces Services Corporation
More creative opportunities are needed. We live in Los Angeles and I don't see many opportunities in creative industries.

Maritza Dubie-Uribe, WDACS
As the manager over youth programs I hear that access to programs due to lack of safe passage due to gang territory issues is a barrier.

Dr. Shanley Rhodes, Five Keys
I had a student released and he lives in Compton. He had an internship at LA Kitchen. He didn't go the day he was supposed to go. When I finally talked to him he said he didn't want to ride the train because he was afraid of who he might encounter on the ride to Northeast LA. He ended up in a welding program at Compton College but we have to localize opportunities to minimize that barrier (transportation/safe passage).

David Shinder
There are lots of reasons to favor localization of services.

Roberto Rodriguez, Compton YouthBuild
One thing we talk about with young people is how to transition into what's next. How do we put the carrot in front of them to move forward? Sometimes it takes a few months to a few years. Little by little you have to transition them. There is a way to do it. In the City of Compton we had

some young people work for the city and they're now transitioning also. We're giving them the possibility to fail but still feel supported.

Q2. What types of training are most needed in the area?

David Shinder
This can be in reference to any type of training.

Anthony Carter, Compton YouthBuild
Critical thinking. When teaching customer service courses we discuss a lot of problem solving. We start building relationships early and often. When you start to build a relationship early, you find things out from the participants. One of the services we need to constantly provide is mentoring. A person may tell me something that they won't tell Mr. Rodriguez, my coworker. It's really about relationships.

David Shinder
These are skills that employers highly value. Businesses are more likely to tell us to bring us someone with critical thinking skills than anything else.

Carolyn Christian Hines, LA Community College District
Most mature workers have a skill gap in technology. Some are reentering the workforce and saying they can't do things but they have to do it. Younger workers have attendance issues. We need to communicate with people were they are. A community calendar from the County would be helpful.

Dr. Domonique Reece, CFPB/Armed Forces Services Corporation
Goal setting and mindset training. It's something everyone can benefit from that's a job seeker or an entrepreneur.

Anthony Carter, Compton YouthBuild
As early as last week I realized that goal setting is great but we need people to look at their habits. Saving and spending money are habits. What do you need to start doing and what do you need to stop doing if you're looking for a job.

Jaime Cedona, HTA
We need to do more basic training. There are a lot of people that don't have any skills because they haven't seen anyone go to work every day.

Dr. Domonique Reece, CFPB/Armed Forces Services Corporation
In response to Mr. Carter the mindset training would work best. Aside from training a person to do something, give them a moment to tell you who they are and what they do. Mindset plus behavior equals the outcome.

Carolyn Christian Hines, LA Community College District
I believe that one conversation we need to have, that we don't always talk about, is education. We need to have really strong relationships with educational resources. We need more AJCCs on campus and more engaged services. We make the mistake of telling people you're not college material, get a vocational job.

David Shinder
That is a point that is made in the state plan.

Robert Castillo, Centro CHA Inc.
I work in the workforce department field with the low income and reentry community. We utilize moral recognition therapy curriculum. 65 of the 104 that we work with are already employed.

Ed Sykes, LA County Probation
We in the Probation Department have visited schools and we have noticed that the change is that training and skill sets aren't introduced early enough. When those things were removed there were a lot of changes in the community.

Q3. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

Alberto Uribe, Community Career Development (CCD)
Many years ago funding for much of what we're talking about now was very robust. Concepts such as vocational training were strong. Everyone had the opportunity to access these services. People don't know about the programs anymore because they are not robust and there is no marketing. Marketing is actually prohibited with some funding. Nonetheless, it is an issue that has to be confronted and addressed in a better way.
Unknown: What are the services that are accessible through the web portal and what's optimizable via cell phone?

Tracy McGee, HTA
Sometimes communication is difficult in calling someone or getting them on the phone. Sometimes it's easier to reach someone via text message. Communication is important and if texting works that may be the way to go.

Dr. Shanley Rhodes, Five Keys
Our students are very cut off from all traditional forms of getting the word out and we've found that bringing the information to them is what works. We now have a job center staff inside the jail working with the students.

Dr. Domonique Reece, CFPB/Armed Forces Services Corporation

Communication should be scaled for the participant. Looking at different populations. There is still a skill set gap with people not using the technology.

Maritza Dubie-Uribe, WDACS
This might be an opportunity for private/public partnership with industries to meet people where they are.

Carolyn Christian Hines, LA Community College District
We don't do a good job of universally celebrating our successes. If we start celebrating our successes and using local media we could let our successes and participants run and tell the story. If we focus on non-acronym language it can be really simple. We need to keep it grassroots and simple.

Jalonn Harrison, Rancho Dominguez AJCC
Carolyn actually took my answer. Just having the staff at the AJCC trained in customer service. Even if what they want with their career can't be done as soon as they walk in, they need to know that this is the place they need to be. If we can have staff generate some energy it might be helpful. We need to aspire to inspire.

Dr. Domonique Reece, CFPB/Armed Forces Services Corporation
Sometimes people don't know we're there until they need us. If people know before they need us we're able to reach them a bit better. We should identify ways to be relevant without being needed.

Q4. Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?

Jaime Cedona, HTA
We need more programs for English learners. Getting them to the service is a problem we come across on a regular basis.

Alberto Uribe, CCD
Another area that we have thought about but we're still grappling with is the gig economy. We haven't figured out how to approach it and what to do with it. It seems in some way incomplete. It is something that has come up in the last couple of years. It's something that's going to be growing, not shrinking. There's a bigger picture that we have to address.

Pablo Artaza, Technical College
There is a notion that employers have done it to themselves by disinvesting. People are under skilled but they haven't done anything to upskill they're own employees. How do we increase the access to basic skills? Basic math and basic reading, how do we get those skills to individuals in a better way?

Alex Waymon, HTA
In thinking of the larger goal of the state plan, there is a problem with our ability to not work in silos. How do we connect these people to other services we need? Those are critical gaps in services that we need to address.

Lynell Wiggins, Compton College
You arrive at a community college that has a very minimal understanding of what you do. The majority of people that work here (El Camino College Compton Center) know that the AJCC exists but don't understand what the features of the AJCC are. We lack an effective workforce unit here. A lot of people act as if they work at a university and they don't. The community colleges don't feel that part of their mission is to connect students with jobs. You have this misalignment that doesn't trickle down to the faculty who feel that the students' job is to transfer to a university, not to work. We need to figure out a way to give them that knowledge at the front end.

Q5. If you were writing the local workforce plan, what would your priorities be and why?

Roberto, Compton YouthBuild
I worked at the WLCAC and as soon as I walked in they started by saying they needed to get me a job. The idea of a one stop shop, a comprehensive program where a young person can be completely supported in one place. As soon as they walk in, find out where they are in this process of becoming work ready. If we work more with being able to integrate these goals and metrics with the notion that they need to be ready for the global workforce market we'll be successful.

Carolyn Christian Hines, LA Community College District
I've worked with several AJCCs as a consumer and former client, sometimes when I walk in I have no idea who I'm talking to. I need to know who to talk to and what information I'll receive from them. Everyone needs an assessment. Clients need basic technology training before they start putting viruses on the computers. Available services need to be tailored to the individual. We need training to expertly assist them.

Martha Molina-Aviles, WDACS
Although the topics in every meeting are separate, one person can meet multiple categories. How can we provide whole services to the whole person?
Martha discussed comment cards and timeline for plan.

Alex McSweyn discussed the employment opportunity email distribution list.

Martha adjourned the meeting.

Los Angeles County

Workforce Development, Aging and Community Services

October 16, 2018

Chimbole Cultural Center

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Call to Order | Overview of 4-year Local Workforce Plans | Purpose of Community Forum | Objectives of Forum

Welcome and purpose of meeting by Caroline Torosis. Acknowledgment of JVS staff, City of Palmdale staff, CEO Staff and others. Discussed purpose of meeting and introduced Angela Gardener.

Angela Gardener introduced herself as the facilitator then went through introductory slides to guide discussion (Required modifications to local plan, Overview of regional plan guidance relevant to topic of discussion, Objectives of forum,). Introductions of audience members. Agenda followed as printed.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

Q1 What barriers to employment are most common among targeted NCPs?

Vendon Smith, LACOE: Some barriers of this population are that they have records and backgrounds that keep them unemployed or underemployed which keeps them from being able to pay their child support payments. With the Welfare to Work population many are under skilled and have barriers to employment because many of them didn't finish high school and are unable to move into careers that allow them to make living wages.

Alex Alcarran, Geo Reentry Services: Our goal at Geo Reentry Services is to work with CDCR Parole offenders that are recently released from jail and try to help them reintegrate into society. We help them try to find employment, with whatever court mandates they have and help them try to find housing. The biggest barrier is lack of employment. There is also a lack of housing and education. Education is a big barrier because they don't want to get minimum wage jobs, they want to get career jobs where they can support themselves and their families, so they can get their kids back. Working at Del Taco won't be enough to help them get their kids back. Certain government funding can only help for so long. We can only pay for housing for 6 months. When that runs out and they must find employment, they don't have an address or any of the skills they need to be able to progress from where they are.

Janie Hodge, Paving the Way: One thing missing is motivation. Many of the young men and women are not motivated to understand what's necessary to get a job and keep a job. Some are not even motivated to look for that next step. They feel entitled and that's a thing we're struggling with.

Mike Trimbler, AYC: All points being raised are valid, but another barrier is transportation. It's very difficult for them to get anywhere, partially due to resources. Many don't have cars and need money for pub transportation

David Mozzo, Volunteers of America: Transportation is a barrier and we have a challenge with that. People don't always know what's necessary to get the driver's license back or have the $35 to do so.

Matt Sheridan, Antelope Valley School District: One thing we see is that approximately 72% of students are at or below poverty level and we know that impacts their families. Another thing we see is that there's a need for mental health care and a homeless population that greatly impact the high number poverty level that we are seeing. All the barriers are impacting the ability to be interested in a job or to keep one.

Victoria, Antelope Valley AJCC: With NCPs one barrier is obtaining an occupational license. If they're in delinquency or arrears on their child support payments that means they are unable to obtain a license. If they're in arrears their license is revoked.

Anna Castillo, Child Support Services Department: We can release licenses, but some people have cases across counties and they must have the issue resolved from all counties for license to be reinstated.

Unknown: Substance use is a barrier. THC may or may not be legal but in certain standards, employers are still testing for it. For some jobs it may or may not be legal. People are using that as an excuse to keep using. That's one of the biggest problems we're facing. We're trying to cut

down or eliminate use because when they're trying to establish a career job, most likely that job won't allow that. It's also not helpful if they're trying to establish stability. We partner with AVTA to get transportation and sometimes the bus can run late and make them late for employment or it can take 2hrs to get where they're going.

Joanna Mitchell, LACOE: All the above are true. One other thing that came to mind was that we need more sessions to have people learn about stress management. If a client is mandated to do classes and he's been up all night arguing with someone he's going to be coming in tired.

Q2. What are NCPs service needs (particularly regarding job skills and employment) and what services are currently available?

Alex Alcarran, Geo Reentry Services: Adding bus stops would help. Some of the cheapest housing is Lake Los Angeles or Rosemond. One of my parolees comes from Rosemond and it's a 3-hour bus ride. Buses in those locations are so sporadic, we might have a bus going out there once every hour. We need bus stops closer to more rural areas. We give bus passes out for free to participants. We partner with substance abuse and sober living facilities so that if they are employed they can save some money. We also target cognitive behaviors. We want to give them these skills, so they can function socially and handle stress. We have offices all over the county and we have in prison services where we offer help before release. The participants do moral recognition therapy, but we have a professional mental health staff member that does a lot of referrals and we refer to other agencies when we can't do it in house. We have specialists that prescribed for mental health issues that need medications.

Kathy Hart, Dean of Antelope Valley College Palmdale Center: A question was asked about bus services, this fall Antelope Valley College and Antelope Valley Transit Authority established a bus that goes from Lancaster to Palmdale. The express bus operates 8 times a day, round trip. It takes 34 minutes from point to point. With some mapping out ahead of time that express bus might be a helpful resource to people.

Will Thornell, Learn for Life: We have partnered with JVS locally and we have 45 WIOA partnerships statewide that allow us to give a high school diploma to anyone 19-24 years old. If someone falls out of the traditional high school path they can come to us to get their diploma so that they can get a job. We also partnered with many community organizations to provide a boot camp where people can get one day certifications in fork lift training or other that may take one or two days. It's like a quick band aid that can be placed on a resume to help someone get a job. We do that on our sites and it could be something that we could put together as a community to get people certified in a field if we know the region is hiring in that area.

Unknown: I did see an article where it said a Santa Clarita line is coming that will come more than just once a day. A lot of jobs for people with backg55rounds are in warehouses and they don't need work experience this time of year. I did get in touch with someone via AVTA because there was no schedule posted online. She asked how many people I work with that have that transportation need and I told her there are hundreds that come into my office and thousands in that area that need the service. So that's going to help tremendously. We did meet with some of the top social services people a few weeks ago and we told them about a big problem here that our clients only get $50 a month for a bus ass that only goes within the Antelope Valley and other places in LA they get almost a couple hundred dollars for a train pass and things like that. They said they're going to a look at things and hopefully give our clients more money, so they can take a bus or train and get down to other areas. Hopefully those things will be coming very soon.

Esmeralda, Geo Reentry Services: (Asked man from learn for life about his program age range and he responded)

Sally Debbini, AVHSD, Adult Ed: we offer services for anyone over 18 and up to 65 if interested. We offer English as a second language, high school diploma and career education. With transportation my idea is to take the training to them. Maybe it can be done online. What we see missing is English and math basic skills. They cannot go thru training without those skills missing. Maybe we can partner with an agency to help them get those skills.

Vendon Smith: I mentioned earlier that we have issues with people that have records and we worked with the Jumpstart Your Career Program and AJCCs to put together an expungement clinic. We need to do that a little more often. We currently do this once per month and I think we don't market it as effectively as we could.

Kathy Hart: One thing the college is doing is running a pre-apprenticeship program for the building and construction trades. It's a grant funded opportunity offered at no cost to students. We're partnering with JVS and Goodwill to do some pre-screening. It's very amenable to those with criminal justice backgrounds and requires very little skills. They get OSHA, first aid, hazmat training and national certification that they can take to the unions. There will be lots of jobs here and there have been several labor agreements signed already locally with the City of Lancaster and Palmdale water districts. Union jobs will be here and there will be a greater need for apprentices. For every journeyman there will be five apprentices. The opportunity with great in the building and constructions trades and we're going to try to continue the program beyond the grants.

Sheila Pierce, Antelope Valley AJCC: In addition to training we provide supportive services such as boots, hard hats and safety vests for participants. So, we are partnering with them and thank

them for that service. We provide other training services and employment services, recruitments and workshops to help them look for a keep a job.

Melody Thompson, Employment Development Department: We offer services for Veterans. We haven't talked about them today, but we do have a veteran's program. We are co-located with JVS and we offer job readiness workshops and resume scrubs. I do see a large population of veterans that are NCPs.

Rhonda Grooms, CCD: I live in the Antelope Valley and works in Los Angeles area. We (CCD) have a statewide veteran grant. We have hired USC interns that are MSWs and they met with all our clients to help them with mental and social aspect of transitioning back into life.

Q3 What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?

Matt Sheridan AVHSD: For the last eight years we had the Job Services Network herein the Antelope Valley which is a partnership between several local agencies. The We Care program is high school based and JVS, LACOE, and the AJCC are a part of that. We collaborate with the goal of identifying how we can meet the needs of the different people that we serve. One thing I've noticed is the duplication of services. I think we need to tighten up there. I'm working with that ties into how do we collaborate locally? I know we do collaborate, but I think we can do it better. The need to reach out to certain populations is so great that there is overlap. We know that if the students are affected the parents and family are affected. When we look at the service the parents need those skills, how do we get them trained so we don't have those issues and don't have generational poverty. We have a ton of services, but people aren't accessing those.

Alex: We send a lot of people to the Department of Rehabilitation. To the best of my knowledge we can send people there that have an emotional, mental, or physical impairment that keeps them from functioning normally. They have a program that will assist them with creating a career or educational pathway for their participants. If they can justify the purpose they can pay for whatever tools are needed, all the way though a Ph.D. program. They provide work necessities as well.

Jeanette, Mental Health America: We have employment services and work adjustment programs. Department of Rehabilitation pays for clothing and education. The work adjustment program is a three-month paid training then we evaluate after three months. There are a lot of barriers that we came across and we help them. Some aren't aware of what they can do by making a phone call. It's a matter of education. We help a lot of them with child support issues and we sit them down to make a call and work through these problems. Often, they get one wage garnishment and don't want to work anymore. We have many people that we serve with driver license issues

as well and we sit them down and make calls for them too. Once they get that support, guidance, education and knowledge they're on their way.

Kathy Hart: We partnered with LACOE last year to pilot a hospitality program. We will be offering the program again in January. We are putting it on I-Train. It's a great program to get people into an entry level job. Plus, some technical aspects such as food service certifications and soft skills are learned.

Rhonda, CCD: A lot revolves around transportation and losing a driver's license. If you're a community-based organization or non-profit the DMV will give you waivers and the license only costs $6 or $7. If you're in transportation related training, Metro provides tap cards.

Q4 Among NCP Service partners, (CSSD, Family Court, AJCCs, training providers and CBOs), what referral and information sharing systems are in place?

Jeanette, Mental health of America: We go to different agencies and we talk about the services we provide. We have quarterly meetings with the Department of Rehabilitation and the Department of Mental Health. We're trying to work a lot more closely with the Department of Mental Health because we're contracted with them. We let them know this is what we can do and what is out there. It's mainly networking a d letting people know what's available. Once we help one person they spread the word.

Josefina, JVS: One best practice is that we have in house meetings with collaborators. Our CBOs help gather info prior to people coming in. Having CBOs stay informed has been more helpful.

Will Thornhill: We introduce kids to the WIOA system when they come to us. We're being proactive instead of reactive and letting them know what services we can provide or have connections to. We have one pager that describe the partners that we have so that students know they have access to services year-round. We work under the trauma informed career and community school model, understanding that some of our students or young adults may have problems that they have internalized because it's hard to ask for help. But if they know help is available it's easier to assist them.

Sally Debbini: We do have a referral process with the GAIN populations. We attend quarterly meetings and send them flyers as soon as the new schedule comes out, so they can some to our agency with the appropriate forms. The only things we need to improve on is the tracking. Some participants do come to the agency but GROW would like to have more information on who goes to training. We also have every student sign a release of information form, so we can share information between agencies.

Jeanette Rinkenberger, Mental Health America: We receive referrals from DOR and we send referrals to DOR as well. One issue is the time frame because often agencies have some many people that they are serving, and it takes a while to get the referral. By the time we get the referral contact information has changed. We receive a packet from them and with that information we set them up for orientation and assessment. But the time could be improved.

Will Thornhill: I think it's a good idea to have a better understanding of the partners needs as far as paperwork or information. So that when the individual is with us we can get all that documentation prior to referring to your organization. If we understand what our partners needs to do orientation or enrollment we help with that challenge and get them set up for success

Matt Sheridan, AVHSD: We are in partnership with DOR as well. As part of that we needed to establish how to set boundaries to help reduce the duplication of services. We have a referral process and a release of information; since we're specifically working with sped we need to be cautious of confidential information being shared. We don't do a broad sweeping release of information; instead we make sure that the specific agencies that need the information receive it. As we refer to DOR we are doing that internally through the high school district, but we are giving them different school within out district that they can go to for their services. When students are referred, sometimes their parent wants to access that service as well. So, we give them the info they need to contact DOR directly and out staff lets DOR know that the parent has been referred as well. We work with the NCP as well if they are involved and we can make contact.

Jasmine Ramos, EDD: In the last couple of months we started a collaboration with Neighborhood Legal Services of Los Angeles for our clients to educate them and give them information on expungement. The have lawyers come too. If they have a lot of barriers, they work on them and then return a referral to us for employment and assistance. It's been happening for a few months now and we've seen some successes in the community. We see very few NCPs.

Victoria: We have an NCP Program with CSSD where we can provide a referral or reverse referral for parents to have their license reestablished once they are actively looking work through the AJCC.

Q5 What strategies and tools are used to motivate and incentivize NCPs in acting on referrals, participating in training skills development and retention in employment?

Janie Hodge: What we find works for us is a hands-on approach. He must build a relationship, we must get them to trust us. It helps them to be more open to the idea that someone is trying to help them. We sit in the appointment with them to help them feel more comfortable.

Joanna Mitchell, LACOE: Everyone is an NCP where I work. What keeps them motivated is that their money is attached to them coming in to participate in the program. We have them for four weeks and they are a captive audience. I think our program does a good job of trying to help people see that they can have a better life. We do a lot of motivational things and show videos about how to change your mindset. We talk to them about what they make monthly and home much more minimum wage is. The trust part is huge, the more they come, the more they trust us and the more they like what they see. One program participant had a master's degree and a criminal background. She currently has two job offers and a third interview today.

Jeanette Rinkenberger: I think seeing the client as a person and meeting them where they are and not seeing them as a number. Also, we need to acknowledge that we see their achievements and what they've done. They don't think they can do anything and don't have any motivation. When they start doing things and see the outcomes it keeps them motivated.

Janie Hodge: We like to help them understand that their past helps to build who they are today. Sometimes negative things can be changed to positive things. They have very low self-esteem about many of the things that they have accomplished. We improve their self-esteem by saying this how things were, these things build your character and help you move forward. We try to identify the value in the experiences for them.

Sally Debbini: Some incentives we offer are for GED classes. If they attend orientation, we pay for the first try of the GED. That's improved attendance to classes.

Janie Hodge: We purchase their business cards and create resumes for participants. We also help them by purchasing suits for them. Most have never had suits. That really motivates them.

Kathy Hart: A job at the end is the incentive. It inspires us in the job training space to collaborate more with businesses. We try to find employer before we start the training.

Q6 How can local organizations work better to ensure positive employment and career outcomes for NCPs?

Will Thornhill: Start with the end in mind and working with local businesses. Out here locally there's YD, Northrup and others. Go to the employer and ask what skills or certifications are needed to get jobs at their companies. Then teach those things knowing that these things are needed to be hired and when they go to the employer they have the full knowledge base to be employed.

Joanna: A lot of out orgs try to teach people to dress for success. We have a clothing closet to help people. Some people come in and don't have money for clothes or even understand why they need to be dressed up for interviews. We mandate for our classes that people dress as if

they're going to an interview because an employer can come in at any time. They have no excuse not to dress appropriately because we give them access. Once they do that they look and feel like a different person. It inspires them to do better in their lives.

Matt Sheridan: One thing we're going to do in the spring is host an SSI and benefits training. We'll extend the invitation to all other agencies. For us, we see a lack of knowledge in that area. Those being served don't understand how benefits are impacted when they go to work.

Rhonda: I think there's a lot of great partnerships and collaborations going on and the one thing I haven't heard is faith-based organizations being mentioned. There are a lot of people that could've been at the meeting today that provide services throughout Los Angeles County. Dress for Success and Clothes the Deal are based in LA, but they provide services all over the County. I think faith-based organizations has a lot of opportunities for involvement as well.

David Manzo, Volunteers of America: There was a job fair held at Lancaster Baptist recently.

Unknown: Continue to market ourselves and our programs and do it with passion and excitement. Don't be afraid to stand on a chair and say look at all the great things were doing; the community were serving and how successful they can be. We have community liaisons that do that, they go out and tell our story. You never know who you'll meet and who the next partner will be that can help you. Don't be afraid to brag about your hard work. It doesn't come off as aggressive it comes off as passionate and it might inspire someone to give a person a chance at employment.

Heidi Oblander, AV CSSD: We have a lot of things were trying to do as far as community outreach. We have Youth Parent Connect to try to reach out to those 18-26. Please share any information you have on your programs and we'd be glad to put the information in our lobby to reach people.

Angela Gardner: Closed out meeting and announced next meetings

Marth Molina Aviles: Acknowledged WDB Member present

Los Angeles County

Workforce Development, Aging and Community Services

October 23, 2018

Hacienda La Puente Adult School

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

Welcome and Introductions | MOU Phase II Process and Requirements | Role of Adult Education Partners in WIOA AJCCs

Welcome and purpose of meeting by Martha Molina - Aviles. Acknowledgment of Hacienda La Puente, West San Gabriel Valley AJCC and WDACS staff.

Lisa Jordan introduced herself as the facilitator.

Agenda followed as printed.

Overview of Local Plan Guidance regarding Competitive Integrated Employment: Competitive Integrated Employment is work that is performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with or without disabilities. CIE work at the part-time and full-time level further explained in slides.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

Q1. How are DOR and the workforce system currently working together with local partners to support the employment goals of individuals with intellectual and developmental disabilities?

Kim Keys: Many people have a new weekend grant through WIOA and DOR. Through the grant students get subsidized employment, for opportunities involving career exploration and skill development.

Maggie, HLP, Innovative rehab: What age students?

Kim Keys: Students aged 16-22.

Ivan Rosenberg: I can't speak to government agencies, but I can speak to those agencies that have worked with us and worked well. Verdugo WDB and Goodwill and many other organizations collaborate just fine. What's missing is the structure. If you create structure people collaborate fine, without that all services a uniquely abled person needs won't be delivered. No agency has everything.

Susan, Mt. SAC: Who are your partners and how do you work together?

Rosenberg: DOR has always been a partner. It varies by area though. In Glendale it's DOR and Verdugo WBD, then regional centers and Goodwill. Several social service agencies like the Exceptional Children's Foundation, South Bay WIB, and agencies in Ventura and San Bernardino counties. We operate mainly at the post high school level and Disabled Students Programs and Services department within community college have been wonderful. Can't forget them if you're doing something that works within the community college structure.

Kim Keys, ESGV ROP: I agree that we need coordinated efforts. There's been a start with LPAs (Local Partnership Agreements) and Department of Developmental services, DOR and CTE. The whole agreement is to streamline services and coordinate efforts. That's been ongoing, so we can do the work that is being described.

Q2. Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?

Aaron Christian: I don't think there's been a lot of collaboration, there's been operating in silos, so the services have been fragmented and one organization does this, and another does this. In our area we're almost done with the actual first approved copy of the LPA. I think that is the effort and point of all this, to break up fragmentation of services and promote CIE. I think LPAs will solidify that. The process was long and grueling. There are a lot of LPA partners here and they can attest to this as well. It's taken over a year of meeting monthly for two to three hours and it's hard to get people to commit because everyone has budgetary constraints. It was more about who's going to do what and defining partnership. Finalizing this document doesn't mean that meetings will stop; we'll amend and add addendums as necessary.

Won Shin Jin, DOR: I'm glad to hear Pomona Regional center mention LPA. I don't think we should reinvent our efforts because it's a very long process. The department works with multiple departments and local AJCCs. We need to start talking entry level. We need to go through the website and see what's already approved and use things that are already invented. That would save a lot of time. We need regional centers, AJCCs, adult schools and high schools. We need consumers, then we can define what we can do. We don't know what everyone else does and

communication is needed. Glad we could talk here. Info is already in place and we can use it as a sample.

Susan, Mt. SAC: One thing I've appreciated most about these meetings is finding out who does what where and who my contacts are. We're trying to develop a program to help adults through training and work experience on campus. We need help building partnerships we know what needs to be done but finding partners to do it is a challenge.

Aaron Christian: On Health and Human Services website there are templates that have been agreed to and approved. You don't have to rework format and there will be overlap. Every center and school district have different approaches in terms of what is approved that they can offer. The services will vary, and they will be localized. If there are multiple centers it will be a task to get everyone united.

Q3. Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

Aaron Christian: Regional centers got a lot of funding years ago for employment specialist positions. Its' been helpful to have that position because they've been the driver behind this effort in our area. I think that's a great approach to doing things. I think having her and out contact really pushed this forward.

Dara Papel: I wanted to follow up with questions around leveraging existing networks. If there are employers is that partnership in existence where you can capitalize on the partnership that already exists or does it exist? Sometimes it's about finding a hiring manager that's sympathetic.

Ivan Rosenberg: If we continue to try to convince employers to hire the handicap we're not going to make progress. Goodwill and charity aren't going to get it done. It's not a business decision to hire the disabled. We must change our paradigm from disabled to uniquely abled so we're providing something of value to an employer. They're hungry for CNC operators not grocery baggers. We placed 37 people in career jobs that were sitting at home playing video games. Those hired answered a need the employer had. If we have this mental set that we must ask employers for their good will we're not going to make progress. This isn't just for the high functioning; there are people in wheelchairs that have never said a word that are making a difference. What are the skills of our consumers and what jobs in demand can people use those skills? Someone with autism has a black and white view of the world. Socially it doesn't work well but they make great quality control inspectors because they can do it better than we can.

Dara: That's great point about knowing your clients well enough to fill a job. One staff member may not be enough in working to do this. If one person can't do it all is there a partnership with AJCCs where they have an expert that can make the connection to employer for open positions.

Won Shin Jin, DOR: Statewide we really emphasize job training for ID and DD, it's not just for the high functioning. We also have a grassroots project where we start from scratch with helping people, so they know how to work with people with severe disabilities. The limitation is not on them, it's on us. Those are consumers that we serve, and we serve well.

Kim Keys: During our LPA meetings we had a conversation and found that a lot of us that have placed students have had great success with some employers, so we often go back to the same employers. Will employers become inundated with the same staff. We don't want all of us to keep tapping into the same employers

Ivan Rosenberg: What we've seen is the people that do the placement don't have the business connections. They only have retail connections and they don't know how to speak to businesses. We have a one-day training that teaches job developers how to speak the language to speak to businesses. We need to also go to places where businesses hand out. If you expand your market you can tell someone that you have someone that can fulfill the need and do it better than anyone else. Whenever you put a uniquely abled person in the workplace the morale and productivity increase in the office, so that's what you can sale. The number one problem of business is workforce. They need enough people to get the job done.

Debbie, ESGV ROP: Obviously our industries are missing the component of the staffing person. People that have been in staffing agencies know how to recruit. We overlook those people when hiring and we need them because they know how to speak to businesses.

James Marsh, Goodwill: Just to echo earlier comments. We need to make sure decisions makers are a part of this and on board with any agreements or partnership. There also needs to be someone specialized on the team that learns everything there is to know about the subject and beyond that it should be an organizational focus. If you have just one person you're throwing all your eggs in one basket. It must be the focus of the entire group that you're going to assist. Too often when we're working with people that have special needs we're working to support them instead of working with them. We need to have more forward thinking… Just think how we're doing that with the reentry community, we're redefining the way we look at them. We need to look more at what they can do instead of what they can't do just like you do with anyone else.

Q4. Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?

Rosenberg: I think they need training on accessing the b(business) to b(business) world. I'm working with Joel Morgan and he said there's no place where a job developer can go and find out about everything. It would seem to be that something supporting the job developers would be useful. I know the website and info but I'm not sure other people know. I think that's what's missing.

Susan, Mt. SAC: We have all these interagency collaborations. It would be great if we have a job developers' collaboration. A time for them to get together and talk about what's been successful. I know DOR does that kind of stuff but if we could have local groups working together it would be awesome as well.

Jon Won: The global environment. The US environment is not good for US people. Global shipment is much cheaper than US, you cannot expect someone so intelligent (remaining comments are unclear due to accent of person speaking, comments start about 42:00 on recording)

Rosenberg: We have two programs, one for jobs that don't need training and one for those that don't need training. To have a successful program for uniquely abled folks it needs nine different functions to work and they must collaborate. If you train someone to be a CNC operator and they don't have support or know how to job search it's not going to work. It's not that the functions aren't out there, it's creating the structure in which the various agencies that are needed can collaborate on a single program. Training consumer for jobs that require prior trainings and there are many out there is we can set up the appropriate training programs.

Dr. Michelle Yanez: Have you thought to ask companies to donate equipment for training?

Rosenberg: Yes, and some have been donated to Compton College recently. Sometimes they give them through a loan program where the company owns the equipment, but the school uses it. In raising money, you should not forget the banks. They have a community redevelopment score to meet and they aren't meeting it. We are all perfect investments for them.

Susan, Mt. SAC: I think specifically there is such a diff between people with ID and autism. People should understand clearly the difference between populations. There was a young man with autism that really wanted to work at Walmart and he was placed there. But he had to wear rubber gloves to clean the fish tank and the gloves were so offensive to him that he walked off. Another person needed to sit through 8 hours of training prior to work and could not sit for 8 hours straight so he wasn't hired. People should really understand disability, so they could work with people better and this would lead to more people more successful in jobs.

Maritza, WDACS: one thing the entire system would benefit from is trauma informed training. We don't put enough emphasis on people with disabilities. We focus heavily on foster youth and they have a lot of delays due to trauma. Sometimes people take it as an attitude when in fact it is a disability.

Jose Meraz, Link: Mindset and trainings come from within the agency from the top down because some staff are with us for years and things are shifting. Some need so much training because they don't understand. In my experience some staff with no experience have made a greater difference than those that have been around for years. I think that it's important to provide training to staff to change the mindset from recreational activities to employment opportunities and preparation. I think that is extremely important for all our agencies to see.

Dara Papel, CSH: It's an evidence-based practice but IPS (Individualized Placement Supports) is a way to fast track individuals that are harder to hire but have the desire to work. It's a housing first type of training. It's hugely valuable with harder to hire populations.

Q5. How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

Rosenberg: I want to compliment you all and make it clear that from day one DOR has been nothing except supportive and collaborative throughout the program with others that came to the table. Our first year we figured out the price and DOR stepped up to handle the educational expenses and Verdugo handled job skills. I can't say enough positive. It's been the same at College of the Canyons. From my perspective the effort is A plus.

Martha Molina-Aviles: DOR is now collocated at our job centers and you will now see the serving the clients alongside AJCC and EDD staff. That is a positive change that has occurred.

Won Shi Gin DOR: I want to thank the County and Dr. Rosenberg. This is a true collaboration and we shouldn't take the glory because this is all for the consumers. We must understand how to figure out their unique ability will work well in employment. The limitation is always ours. We don't have enough insight to figure out how to help consumers. We should always participate and figure out a way to work together. If we aren't at a center, please contact us and figure out how we can be there. It's about communication.

Maritza Uribe, WDACS: I think it's a wonderful opportunity to have DOR in our centers now I want to challenge the system even more. We have probation youth that is detained but probation doesn't know about DOR. I've been struggling to make that connection, but I think we need better coordination at the systems level. As you can see, some commissioners from out WDB are present and they're working on a venture with Amazon to start course with youth in high school to give them college credit and from that group Amazon is committed to hiring.

Unknown lady: We have a transition fair, and everyone participates. These buses of students come in and their families come with them just to be able to expose them to the different agencies that are out there.

Unknown Lady: How can you reach your consumers in local high schools? They need to be shown and taught about which services they can receive through DOR and the AJCCs. I've had to outreach to DOR and AJCCs to get them into our high schools for students.

Dr. Rosenberg: Most of our services have been post high school. We're trying to reach to partners to see if these programs work for will work in high school, we don't know yet. We need to see if we can make post high school things successful in the high school realm. A man named Titan Gilroy has established a program in San Quentin to teach people CNC machining while in prison to they can be job ready when they get out. What's needed is for us to know what the issues and unique abilities of a diagnoses and what jobs can use the unique abilities?

Jose, LINK: DOR has been very positive and has made a lot of positive impact on clients. They've been very helpful to our clients and staff.

Crystal Ontiveros: I was previously a service coordinator at the regional center and an advocate. A lot of times a parent isn't aware to tell DOR representatives or service coordinator to come to IEPs as students transition out. DOR needs to reach out to school districts so parents can be informed to have supports at IEP meeting.

Susan, Mt. SAC: I think the idea is collaboration and we have schools that are charged with helping their students be self-determined and the regional centers that are charged with person centered planning. We have occupational therapists to help us understand physical abilities. We have all these people available and we need to link them to students, so all these supports are in place during the transition IEP. Then we could seal off the ways that people fall through the cracks.

Unknown and difficult to understand 1:12:10.

Q6. Have recruitment, referral, and employer engagement strategies been defined? If not, what is planned?

James Marsh, Goodwill: One thing is making sure that any partnership both sides fully understand what the other side is doing. We have a great partnership with DOR and they have been a partner of ours for quite a while. We've made it an active partnership with good communications and sharing policy and information. We collaborated on an apprenticeship fair here a few months ago. Our job developers work collaboratively to contact employers. It's just really making use of each other's strengths. DOR has funding that we don't, and we have connections that they don't. It goes back to what was said earlier that we need to understand the needs of those that we're serving and how they will fit in with an employer.

Dr. Rosenberg: If you can change your mindset from going to the well the beg someone to hire a disabled person to look at yourself as a staffing agency that has staff that will supply their need it will change everything. Think of yourself as a staffing agency and look at their best practices. Also, go where the businesses ae hanging out. I'm a management consultant and I work with businesses. You must know how to speak to them to fulfill that need. You must speak to them as a business not a social worker.

Dr. Michelle Yanez: I think it would be great if we brought everyone together because everyone is doing individual outreach. It would be great if we came together to see who we're all meeting with and maybe we could come up with a strategic plan to keep from duplicating services

Jose, LINK: I met with an agency that assembles cell phone parts. The mindset must change, and we must present ourselves creatively. It depends on how you introduce the clients to jobs.

Lisa: People get territorial over their job leads. We're an employment network and we provide services and can't always fill all jobs we have.

James Marsh, Goodwill: For organizations that don't have AJCCs, if you don't have a job developer you could partner with someone that does and piggy back on some of their efforts. No organization in this

room does everything and we all must look to someone else to fill a need we can't. Or maybe you start that way then take on the efforts on your own.

Laura Jimenez, State Senator Hernandez' Office: I want to encourage everyone to work with elected officials. We have worked with our local chamber of commerce for an employment training panel. We got 70 employers in to inform them about services that are available. The flyers said, "did you know that you could receive funds to train your employees?" We're always looking to provide resources and information to the public. We want to inform them about services and funds that are available like GoBiz and WIOA.

Dr. Rosenberg: We should recognize and prepared to deal with myths about our consumers that businesses might hold. They won't say it but they're thinking it and we need to find mechanisms to deal with it. Someone once asked how they would get to work, and I responded that they would either take the bus or drive like anyone else. We need to be prepared with techniques to deal with this. When those concerns are no articulated, but they are there, how do we drive them up, so we can deal with them?

Unknown, Innovate Rehabilitation at HLP: I want to plant a seed for people to start thinking and consider that not all adults with disabilities can drive. Not all adults with disabilities are at the same cognitive levels to allow them to take on jobs that are repetitive. Have we explored jobs that are not at the intellectual level of high school students? How is CIE going to serve those clients and allow them to be part of the community and the workforce? We have 255 clients that we must determine how to best serve and place them where they will benefit for the experience and the employer will also benefit with a need being met. The spectrum of ability is so broad that it's not a single ability level that we're looking to. I want us to be aware to we're not forgetting other clients.

Jon Shin Win DOR: We have five districts involved in customized services so that would be a starting point because those are five pilot programs right now. We want to know how to customize employment for consumers that need support. They may be able to work one or two hours a day and we start from there. We just started those pilots this month. You might want to contact new horizons because they have a residential facility and they work with local grocery markets including Albertson's and Vons (last comment is for lady that spoke prior to her).

Dr. Rosenberg: You might also check in Seattle they have the Northwest Center and they've created jobs for people with all ability levels. Rick and Dick Hoit on YouTube are good for inspiration. Dick is 52 years old and was born with cerebral palsy. He's always been in a wheelchair and never spoke a word. His unique ability is his mental attitude. Exceptional Children's Foundation in Inglewood also works with people from a variety of different abilities.

Crystal Ontiveros: We have some clients that will be great and can work. We also have some that have physical and developmental disabilities, and some are really frustrated with that. With new laws some of them won't be eligible for programs and will have to go to day programs. A day program usually does day activities or fun. WAP program is next up and they get paid for their work but it's going away with new law. We just know that we have a percentage that can't do CIE and they will go into a day program eventually.

James Marsh: We're all here professionally for the same thing and on a personal level we all know someone with special needs. We need not be private about that. At the CWA conference there was a speaker that spoke about his son having autism. More people should talk about it. My son is on the autism spectrum and it's a thing we must talk about to get it on everyone's radar. Through this discussion when people hear the stories of other people they're touched by it and they want to help. Our CEO's daughter has cerebral palsy and the way he talks about her really inspires people to want to give and support.

Rosenberg: Most parents are lost and don't know who to talk to. My children are adults now, but we were part of a group of parents that felt very alone and didn't know where to go. We didn't know what the services were and what was possible for our child. I recommend a book by Randy Lewis called *No Greatness without Goodness* he was an executive VP for Walgreens and his son has autism. It's about what he discovered about helping his son and helping people that have autism and shifting Walgreens view point about this. Walgreens now has two high volume shipping centers that employ uniquely abled folks and they are two of the highest volume shipping centers for the company.

Susan, Mt. SAC: I participate in the national community regarding this issue and some states have a monthly meeting where they present cases at the meeting to help find resources for their individuals. That might be something that we can think about too. All of us can out our heads together sand figure out how to support that student.

ESGV ROP Lady: Job Corps Los Angeles is very god with uniquely abled students in their programs. There are many facets to their time while in job corps. Every person is entitled to initial meeting with every dept. as they work through different programs they are greeted with a familiar person. The transition out is guided in the same way.

Martha Molina-Aviles closed out the event.

Los Angeles County

Workforce Development, Aging and Community Services

October 30, 2018

Los Angeles Southwest College

Community Forum on Local Workforce Planning

Welcome and Introductions | MOU Phase II Process and Requirements | Role of Adult Education Partners in WIOA AJCCs

Welcome and purpose of meeting by Martha Molina-Aviles. Acknowledgment of LA Southwest College and WDACS staff. University President welcomed us.

Angela Gardner introduced herself as the facilitator and conducted introductions of audience members.

Agenda followed as printed.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

Q1.What services and support do job seekers need to help prepare for and find work?

Anjela, LACOE: If people can't read we need to help them navigate the info. They need to understand what employers are requiring, need to help them obtain required docs and need computer skills. We have to sit with them and enter info box by box on applications online. We need to give them clothes for interviews and job fairs. Need to really help people navigate through workforce requirements.

Alex Waymon, HTA: There is a lack of childcare resources. Hospitality and healthcare are 24 hour industries and childcare can be a barrier. Entry level positions need to be able to work at any time and 24 hour childcare isn't available to low income individuals.

Danny Gammage, GAIN: Mentors are powerful and needed. They give people the opportunity to liaise with youth and community.

Adrian Hutchinson, LAUSD: Adult schools have vocational classes and need funding. Not enough money is available. I am collocated at Maxine Waters Adult School and the WorkSource Center. It would even help if employers are willing to do internships. We need more money for training.

Dexter McCloud, LA South Chamber of Commerce: Speaking as a business owner and on behalf of others we would like to see more apprenticeships. We often want them to have a specific skillset and not have to retrain them.

Ramos, Sunburst Youth Academy: We are opening a Job Challenge Academy where we will take kids from 3 different academies in state to learn trades at Cypress College. Once trained we will guarantee them jobs. The participants are ages 17.5 – 20. We need jobs for them and for kids that are alums of the academy.

Danette McBride, Office of Supervisor Mark Ridley Thomas: There is a need for mental health services. We piloted a program in partnership with the Department of Mental Health (DMH). It includes coaching and leadership development that addresses trauma and anger management. It is offered in group settings and when an intense need arises we can offer one on one service.

Reginald Johnson, Southeast WorkSource Center: Assessment is really needed. People don't understand the skillset they have and how to align that with current opportunities. Most centers have job types they work around but there should be an assessment to align skillset with work center resources.

Dafne Jacobs, HTA: Soft Skills, integrity, time management, are some of the skills needed. There also needs to be a concrete process.

Linda Himbrick, Lynwood: I agree about soft skills. All clients can't read and we are combating the literacy factor. You can't apply for a job if you can't read. Computer and tech classes are free.

Kelly Dozier: There is a major shortage of skilled trade workers. There should be a push to make people aware that these jobs need to be filled. There's a lot of retirement because things are automated. We need to make a conscious effort to let kids know that these jobs are viable. Let them know skilled trades are there for them.

Jenaye Watts, PATH: I am focused on homeless families. How can the WorkSource system focus on helping those that are homeless? Not necessarily working with chronic homeless. We are missing the shrinking middle class and they aren't chronically homeless. When you go from mental illness back to stability you have fewer challenges. Also, job developers aren't trained or well paid. Assessments are key and if we don't do that the participants won't retain the job. I hope we can address this as well as a way to train the trainer. Look at the shrinking middle class

to see which transferrable skills they have. We should tap into the chambers to have a good understanding of the workforce. Jobs often won't sustain $1300 monthly rent. People rattle off entry level opportunities that are great but they aren't sustainable. I have to focus on a career pathway instead of a job.

Fowler, LAUSD Office of George McKenna: A lot of key areas have been addressed but I'm speaking for students. The chamber has been working with a lot of students. There are jobs like cyber security and construction. We have to be more proactive in thinking about who we partner with. Why are we not demanding that there be training centers in the LA area like they have in San Bernardino? We have to make education a priority in this state. They say they spend a lot of money but how do they sped it? There are 15,000 homeless students and 10,000 foster students. If people really cared about students think about how may nurses and trauma counselor could be in each school.

Blanca Barajas, LA Southwest College: A lot of students are coming here homeless. They know that education will change poverty for their family. I would like to advocate for a more direct streamlined process for referrals to services. We need a more streamlined process and direct pipeline to services for students in need of services.

Q2. What types of training are most needed in this area?

Reginald Johnson: I serve the Watts and Willowbrook area and there's a lot of construction in the area. We need more creative training and figuring out how to be entrepreneurs and tap into the creative economy. Sometimes a job isn't enough. City is acquiring data from OTIS College on the creative economy.

Sheila Wiley, YWCA: We provide tech training for young people, things that will provide them with sustainable jobs where they can build on this training. Providing those types of training to help them compete with companies in Silicon Beach.

Danny Gammage: Fusion, we need industries to work together. Colin Powell said the military gave people a trade and literacy. People must learn to read and work at the same time. Child Support Services Department uses predictive analytics to see who's not going to pay. We could use the same thing to build bridges to assist people in succeeding in society. African Americans have never been given a full and open opportunity and a lot of problems can be solved by teaching people how to read and how to get jobs. Mentorship is needed to assist people that are ignorant and don't otherwise know things.

Angela: Please include cultural competency training.

Danette McBride: We need to work on increasing exposure. I also want to suggest bioscience and skilled trades. Exposing participants to a career pathway as well. It is important to train job seekers and we need to support employees around trauma informed care and resiliency.

Pat Wilson, SELACO: Help people with public speaking via toastmasters and with resumes. Participants often undervalue themselves, especially those that are seasoned. Public speaking also helps with communication issues.

Erika, ALTA Med: I would like to see the County put a stake in the ground regarding increasing underrepresented minorities in the health professions. Just doing more in terms of positions like physicians and nurses, the representation of minorities in the industry are woeful. The state is finally identifying and funding underrepresentation in the health professions and I don't see the County doing the same. There are a lot of programs and pathways to show them what's possible.

Fowler, LAUSD: One area I think we are remiss in is dual language. It opens you up to newer tech or green environmental jobs. We don't set the stage to reinforce the opportunity for a second language being learned. We have some schools that focus on language but we have to create spaces for people to learn a second language. When you are a dual language speaker you'll be surprised by the opportunities that open up.

Dara Papel, CSH: Trainings for jobs seekers are critical. People that are looking for jobs need money right now. If there's a way to create paid training, internship or apprenticeships it would be helpful. Staff trainings for AJCCs on cultural competence and trauma informed care are needed.

Jenaye Watts, PATH: A few years ago the City of Los Angeles or County were putting together a proposal to be able to stay with job seeker two years to help them get to the next certification to assist them in a career. If I can find short term vocational training for the homeless that's what I do.

Forrest Riley, South LA AJCC: Soft skills training and emotional intelligence are needed. It can be difficult to help people and if you don't have knowledge of who you are it can have a negative impact. Getting those things in place will be very beneficial for the system.

Unknown, YWCA: We come up with a lot of ideas and have approached employer to discuss customized trainings. Employers are willing to put money there because their workforce is retiring. We must focus on asking what their needs are. What can we provide to help them meet their needs?

Dexter, LA South Chamber: Skillsets I see most in need is logistics, marketing and communications. You need logistics to move product and marketing to get the word out.

Raymond Moorehead: I am retired from CDCR and thanks for this discussion because there's a combo of things our population needs. One thing we have is a 30 day construction pre-apprenticeship program we have an 80% placement rate. We are focusing on getting anyone willing to go into construction a career instead of jobs. There's a high demand on people to get into these careers in LA County. There's a high demand for women in construction, it is mandatory to hire them. Those companies that don't follow mandates are fined.

Q3. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

Dexter: We have a partnership with South LA AJCC. We want to bridge additional resources with program and resources. One frustration is lack of flexibility on weekends and after hours. Staff doesn't always have ability to come out on Saturday mornings or in the evenings. If you're sincere about connecting to the community, give staff the opportunity to come to events after hours. Many businesses are open in odd hours and people work from home. That's the flexibility we need.

Alex Waymon, HTA: There is a critical gap for those that are linguistically isolated. We are working with a CBO to get the API (Asian Pacific Islander) community access because those that are isolated are only accessing the workforce at 4%. There should be more tailored outreach that is culturally sensitive.

Danny Gammage, CSSD: Youth are in social media and government agencies are not. Ask the population how we can reach them.

Reginald Johnson: There's no line item for marketing and we are limited with outreach and communication. One way to assist is to talk to people that you want to reach and have them spread the word. It shows youth how to communicate and be civically engaged. This can be done with funds already in system.

Carolyn Fowler: People don't know particularly if something like a center or resource is closing. If there will be a closure there should be some communication about it. There's no communication about relocation. People of all ages will pay attention to social media.

Joanne Vargas, LACOE: Everyone here has heard of a new person from a new agency today. If we don't know then how are individuals in the community going to know? My idea is to create a central location, perhaps online, where everything can be in one place that everyone knows

how to access it. That might be the easiest way to start engaging and communicating all services that are available.

Ramos: We're a great resource and we've been around 10 years and no one has heard of us. We service 6 counties in Southern California and no one has heard of us. There are 3 academies in state. Part of us getting the word out is the reason why we're here. Our youth can use all resources heard here today.

Angela: WorkSource throughout the US is the best kept secret.

Terry James, City of LA: 95% or more say the way they hear about the center is word of mouth. Continuing with forums like this is a great way to get the word out. It's how we'll hear about programs and make cross referrals.

Pat Wilson, SELACO: LinkedIn is a great resource. If we aren't linking with other agencies we're teaching that to job seekers.

Q4. Are there specific gaps between services available and what people need? If so, how can we bridge those gaps?

Danny Gammage, CSSD: In college they would bring in speakers to talk about their industries. It would be great if they had someone come down and talk to them and say what they're looking for. If they spoke to our unemployed, youth and underserved like they talk to shareholders it would be powerful. We have so much diversity and we need to come together and learn how to listen to one another, reach into each other's neighborhood and show the world that this is a great experience.

Shanley Rhodes, Five Keys: There are two gaps specific to the reentry population. When people talk about reentry they're often talking about when people leave the jail. It needs to start when they step foot in the jail. We are piloting a job center in the jail and the Department of Human Resources came yesterday to tell them how to apply for County jobs. They had no idea they could work for the County with a record. Another gap is transitional aged youth that are incarcerated. Most of them are not in the halls, most are actually in the County Jail System.

Dafne, HTA: There is a huge gap in amount of time case managers spend with each participant. Mentorship, soft skills, leadership training happens during one on one time. If they don't have more time they can't do the work.

Ray Moorehead: The largest gap has been not working with DOR. They're out there for all ages and they have so much money that they've been in trouble for not spending it. 85% of parolees fit criteria for DOR. They have mental health history that qualifies them for help from DOR. They have a program now where they can find someone eligible for services in one day.

Martha Molina-Aviles: We're fortunate to have one of the district directors from DOR on our board. We can provide any assistance or contact information needed.

Reginald Johnson: One thing that creates gaps is a case load to large. Another one is client choice. Everyone might not desire to work or attend training.

Gerard, LA DPSS, Supervisor GROW Program: We have the bodies from every demographic that you're speaking of and every interest that you could think of. I'm hearing resources available for those that I serve. I can give that info to my case managers and then forward that to the community. The two largest DPSS offices don't know all the resources discussed here.

Jenaye Watts, PATH: The biggest gap is not having enough labor intensive companies in our areas. Are we tapping into them to have some communications or agreement that if they move into the area they have to train and employee people in the community for careers? How can we change policy to collaborate more to get those types of opportunities? If you're going to be here have the sensitivity to hire our people.

Anjela Gomez: The private sector works a different way than the public sector. Many cities have watchdogs to deal with whoever is moving into the city. The public sector needs to appoint people to say if you're coming here you need to invest space in our area. There needs to be an agreement. We don't have the time to market. Our budget doesn't include that or hiring people. We need a speaker's forum for people that are coming here. If you're coming here what are you doing for us. 211 is a great way to get information out. I would encourage everyone to give their information to 211. We don't need to create a new system.

Reginald Johnson: I just want to put this on the radar, being in Watts or Willowbrook we have seen over a billion dollars in investment over the last few years. When you start looking at the local hires for the project you don't see that. There's a new job center in Willowbrook and it's not yet staffed but what will that look like?

Q5. If you were writing the local workforce plan, what would your priorities be and why?

Kennedy: The priority should be to focus on connections. Everyone seems to have what it takes to make things happen. You all are the platform. If you would communicate with each other more it would be helpful and actually target high school students. I went to a four year college and then graduated and realized I wanted skills training. It's also about personalizing your education and seeing how you can make it work. Put people in jobs that they want to be in and they'll grow from that pathway.

Jonaye Watts, PATH: I would really focus on the shrinking middle class. I got into the industry in 2011 when people were living on the street. Many people just don't make enough money to

make ends meet but they are employable. If we can learn transferrable skills and get them to higher wages then we can quickly work with that group to get them employed.

Dafne: I would speak to accessibility and individualized services in the local plan. The enrollment process is so long and complicated and more individualized services are needed. We need to be able to ask someone what do you want to do and do you need to take care of other things before you start looking for a job.

Danette McBride: There is a need for trauma informed care, resiliency training and services for participants, job developers and employers. We should be leveraging funding to support participants while in program. Support them while in training to they can stay in those careers.

Veronica, LAUSD: We should have more mandatory stakeholder forums like this to we can leverage one another and become aware of what's available. Supportive services are needed so clients can move forward and they need individualized support to let them know that you're there. Follow up for participants and communicate amongst one another.

Danny Gammage, CSSD: We need assessment because there are maps tracked by the CSUs to see who comes from which schools. We track everything. We could us tracking to improve workforce if we had an assessment tool to see what people need in whatever way it can be provided at the AJCC.

Gerard, DPSS: In writing the plan people want to go to those that are disenfranchised and serve them. DPSS already has those people. Each day I see these populations and we put them in programs and training and we have the edge of it being mandatory. We have to change the mindset of those that we serve. When someone is talking about being a plumber they see that it's not sexy, not how much money they can make.

Martha Molina-Aviles gave closing remarks and acknowledgments.

Los Angeles County

Workforce Development, Aging and Community Services

November 6, 2018

South Gate Girls Club House – South Gate, CA

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

Call to Order | Purpose of Community and Objectives of Forum | Overview of Los Angeles Basin RPU Regional Workforce Development Plan 2017-2021, Modification Timeline and Purpose of Modification of Timeline

Welcome by Martha Molina-Aviles. Introduction of day and agenda by Angela Gardner. Audience introductions.

What barriers to employment are most common among targeted NCPs?

Man from South Gate: Education and language barriers are most common.

Ofelia Gomez, Southeast LA AJCC: Most common needs are transportation, clothing, and education. Many are skeptical about providing us information and often hesitant to receive help or work with us in the beginning.

Jaime, HTA: The barrier that we deal with the most is background issues. Even though ban the box exists it's still limited as to which backgrounds people can have and get hired.

Joclyn Molo, South LA WorkSource Center: Many don't have an ID or driver license and are missing right to work documents.

Muretta, Workforce Connections: A common need is help with soft skills, interviews, anger issues and emotional issues.

Janet Torres, South Bay Chamber of Commerce: Babysitting is a big issue. Affordable childcare is needed. It's a greater issue of the process for getting

childcare and it takes too long to get access to services. Rent costs and the lack of affordable housing are also barriers. These needs make it urgent for these participants to work. Mental state can also be a barrier. If a person is worried about how to pay rent that might not be at work physically and mentally.

Pamela Paige, HACLA: A large population of men that are homeless and can't be listed on the lease with their families because of their background. There is a large population of men who want to be part of a family and can't be. A lot of fathers hang around housing sites just to see their kids. Some are scared to work for some reasons. Family unifications should be a main targets so we can help them with homeless ness, getting their driver license, then bring them back to their families.

Anjela Gomez, LACOE: For those that are seeking employment, most NCPS are men and they don't know how to navigate the legal system. They cannot commit to job schedule as required by employer.

Nicole Padillo, Southeast LA AJCC: As part of the intake team I've noticed that young parents lack experience in work or job readiness. Prepare them for work and offer job readiness assessments.

Elias, City of South Gate: Some parents that are NCPs that have children with disabilities that are physical or mental.

Eduardo, Slawson Occupational Center: One issue is a lack soft skills and ability to navigate internet to look for work. This cuts them off from opportunities.

Janet Torres, South Bay Chamber of Commerce: majority are men, and there are more resources for women instead of men. They receive more perks so I'm advocating for more for men.

What are NCPs service needs (particularly with regard to job skills and employment) and what services are currently provided?

Muretta, Workforce Connections: One thing that I believe there is a need for that people can access is career technical education. Many don't have HS diploma or

GED and fear that they can't receive help but a bridge programs allows them to get into that program and have the GED taken care of.

Ofelia Gomez, Southeast LA AJCC: As an AJCC we also provide them classroom training. They are often interested in short term training. Some want GED and we work with charter schools and adult schools to get them assistance. There are computer and ESL classes available in these schools as well. Forklift driving, class a licenses, IT, medical billing and other all short term training that is free of charge to the participant.

Lenore Smith, Tweedy Learning Center: We offer high school diplomas as well as ESL. It's an open entry system so students can enroll at any time and they don't need to have an ID.

Sandy, LB Job Corps Center: We provide high school diploma, CTE in healthcare, construction and automotive. One thing I haven't heard is internships. In some cases, paid internships to provide experience for individuals. Internships are needed and opportunity to earn various credentials to give participants an edge in hiring.

Pamela Paige, HACLA: presenting classes are important. You don't get a manual when you have a kid. People often need assistance in trying to be a better parents. A lot of our clients are part of the reentry population so it's a lot of pressure with trying to get back on their feet and they need more support with life skills. Youth 18-24 are in our programs. We have a large population of youth that we get letters from child support and they can't pay that on their summer employment salaries. We need to let them know what steps to take so they won't have the same issues as adults that have they problems.

Mitchell, HTA: In regard to apprenticeships programs, we have 2 with DOL for culinary arts. The program is free to participants and they receive 1000 hours of paid training.

Kristen, PACE: We install weatherization to low income houses. We are currently accepting internships. People must have HS diploma or GED. After probation it's a possibility that we will hire them.

Nicole Padillo, Southeast LA AJCC: For those that lack basic skills we provide resume building in our resource center. We use CalJOBS as well and one thing about having partners such as EDD is that we have available computer classes.

Janet Torres, South Bay Chamber of Commerce: Affordable childcare and tech classes. Mental health is a problems and they need not just counseling, but they have a need for people to go outside of that space so that it's nonjudgmental. We encourage a lot of people to go and the response we receive it that they were looked at funny or asked too many questions that they weren't ready to share. It should be more welcoming.

Eduardo, Slawson Occupational Center: Living wage for a family is $35. People want quick training but all quick training won't pay a living wage. The cost of living is going up in LA and if you have child support payments and you pay rent it's hard.

Al Rios, East LA College: we've heard a lot of services like soft skills and job training. There are a lot of myths out there about what it takes to success and people can be fearful of seeking out these programs we need transitional programs to help them build confidence and self-esteem. We need these kinds of programs and I don't see these kind of program to help this population.

What organizations collaborate locally to promote skills development, employment and career advancement of targeted NCPS?

Jaime, HTA: At our facility we have several programs that we've been running and work with several AJCCs, WorkSource and YouthSource centers. We have connections with communities and we are connected to Local 11 which is a union of hospitality. We work in partnership with that union. We have a list of 200 or 450 jobs and many go unfilled. We have many job openings and we do not have enough people that have experience or are interested in gaining experience. We have two DOL (Department of Labor) certified apprenticeships, and local training that's good for entry level work for people that are truly interested in working. Depending on where people are hired, entry level can start at $20 per hour.

Sandy Padillo, LB Job Corps Center: a number of CT programs are pre apprenticeship programs. From there, once they have successfully completed the apprenticeship they can possibly work in a union positon. Job corps slogan is "careers begin here". We realize that it will be entry level nut we want them to start on a career pathway. Once a student completes CTE they can apply for college program and stay at job corps. They can also stay on campus at Job Corps and receive supportive services. Another option is that students go for job corps advanced training then. One of our students last week completed an auto program and now has a job. Another recently got a job painting aircrafts. The age range is 16-24 and they can stay there for up to two years.

Muretta, Workforce Connections: We created a training program every year to let folks in the community I know that it's available. The attendees can go to college for free the entire first year.

Janet Torres, South Bay Chamber of Commerce: as a chamber we're looking to enhance the economy in our city. We partner with Hub Cities to get people that don't have those skills to get the skills they need. I do that for the business community as well because older generations are not tech savvy. People need to be responsible with technology because employers are looking into social media during interviews. The businesses also need to know that they are programs to enhance their workforce.

Mike, City of South Gate: We provide childcare, transportation, funding, facilities, we partner with Hub Cities and with the County. Always look to local government for help. Facilities, funding and programs are always available.

Al Rios, ELAC: State legislation is moving along to align work within community colleges and high schools. Make sure high schools and colleges are aligned so students aren't lost when they finish. A lot of people don't want to go to college for four years and a lot of jobs are being created that only require two years of education.

Among NCP service partners, (Child Support, Family Court, AJCCs, training providers, and community-based organization) what referral and information sharing systems are in place?

Joslyn CSSD: We have an electric referral system in place with WDACS. (Explained NCP referral process). The process has been in place for two years, one year on the ARS. For support that's not being paid they get their license suspended until they pay child support. If they say they can't pay because they're not employed or under employed and enrolled at the AJCC we release their license.

Anjela Gomez, LACOE: Every week we have a staff member from CSSD and come into class to present services available and they give them updates on current issues affecting child support. I have many NCPs in our class. We provide the presentation and they provide the forum, then CSSD follows up within days.

Jonna, CSSD: In addition to the work we do with the AJCCs we also have community engagement ambassadors that take that information to the community and get it out to people in a way that makes them feel comfortable.

Al Rios, ELAC: In regard to child support services and enforcing regulations like license suspension, hoe is a person supposed to work? It's not the best option in my opinion.

Jonna, CSSD: It's a last case scenario. If someone is having a hard time and can't pay we can make adjustments if they let us know. A lot of times they do not let us know. The parent has 150 days to resolve this issue. The state notifies them of this, so this is not instantaneous. We work with them to make a payment plan they can pay. If a license is suspended it's because they haven't responded to notices and 150 days have passed by.

Tamara, Hub Cities: When we receive the referral we have a time period to contact them and assist them with referral. It's interesting case by case and depending on their needs we assess and provide support services and connect with employer. Once they go through intake they are assigned to a case manager,

employment specialist and they receive services. They receive all the assistance they need at that time.

Eduardo, Slawson Occupational Center: WIOA Navigator so I'm supposed to help with referrals. When I meet a students or client that needs services and they qualify refer them to an agency to meet their needs. When people are referred to me I help them navigate the system. Whatever needs they have or barriers they have I'm there to help fix it. Then I refer them to other agencies for employment. There are MOUs in place to allow information sharing. People are confused by my positon and not sure who I worked for, I always tell the client if they can get better service somewhere else that's where I will send them. I think it's more effective if the person has many people to work with and has a net that includes many institutions that could be there for them

Janet Torres, South Bay Chamber of Commerce: Emails, social media, and websites are great for information sharing. We actually do have a career expo every year here in South Gate. Not just a job fair but a career fair. We bring in universities, trade schools, colleges. That happens every year in the city of South Gate.

Pamela Paige, HACLA: One HUD mandate is that we collaborate in the community. I went to Chicago Housing Authority to see how they work with the community. They have a unique collaboration and are mandated to work with all city partners, for childcare service to education and training. The housing authority, because we're unique, has to work with all community partners regardless of city. Our customers are with us because of housing and section 8 clients.

Johnna, CSSD: Part of ARS has follow up built into it. The AJCCs provide updates at certain interims so we can see what the progress is. If we need to do an extension we can. It's all built into the ARS.

Irene discussed ARS development and use.

Johnna, CSSD: When we started it started as a paper referral process, now with automated process it's so much better. Additionally, something we still struggle

with is actually getting NCPs to show up. In some places we share a building with an AJCC but in LA County that's not possible. What happens now is with electronic referral the AJCC actually follows up.

Tamara, Hub Cities: We are able to do reverse referrals also.

What strategies and tools are used to motivate and incentivize NCPS in acting on referrals, participating in training/skills development and retention in employment? Or what could be used?

Elias Saikaly: If you attend these specific courses and get a job you can actually live in a better place, get a car, get off welfare. Tell them they can live in better condition than they currently are living in.

Al Rios, ELAC: We need to have a serious commitment to this population. These people are desperate sometimes. They need incentives while in training to sustain them. People are impatient and they want a job quickly. We spend money incarcerating and locking people up, we can do better to spend money on them in training to improve their quality of life.

Muretta, Workforce Connections: There are a lot of dollars for OJTs under training but one thing that has not been utilized is internships. The populations with the most barriers are where you have to spend the most money. Internships are going to be the wave of the future. I've had 74 interns over the past year and a half and some are getting into constructions paying $20 - $30 an hour. Offering an internship that is tied to the industry at the end of a training allows someone to get their foot in the door.

Jaime, HTA: There should be something positive for person we're looking to enroll. If someone is behind on payments maybe the can give them a break on fines or tax. If there was a way to reduce that amount it might get more people to participate.

Joclyn Molo, South LA WorkSource: We've come across a lot of men that are NCP's and live in the house with the women they owe money to. Maybe

something can be done so they aren't paying money for the time they live in the house.

Pamela Paige, HACLA: It's interesting because while the NCP is in the household they might be the person providing childcare while mom is at work. Why would I pay child support for a kid I'm in the house with? We have other issues aside from them wanting to go to work. A lot of times men are penalized for that and women just keep on going. It's something to think about as we move forward.

Jonna, CSSD: That's a big issue that we have. When we have a child receiving assistance and the parent isn't reported as living there we have to open a case against that person that is not reported as living there.

Janet Torres, South Bay Chamber of Commerce: One incentive that I implemented for clients was recognition. You never know how much that actually means to a participant. Throughout their life you never know how much they're told that they aren't good enough. It feels really good to them. So, awards and recognition and mentorship. Financial education goes a long way as well because people work hard on their financial situation. Bringing in speakers for them and doing one on ones. Money incentives.

Muretta, Workforce Connections: We should not forget the importance of support services. It can be tough for a person when they go to internship and they need money.

Eduardo, Slawson Occupational Center: One issue is the framing. How do you present these services? A lot of time for working class it's not presented as a carrot the same way things are presented to the upper or middle class. It should be presented as a carrot, an opportunity. We are asking for a lot of effort but we should point out the rewards as well.

Lenore Smith, Tweedy Learning Center: We have three programs that overlap, ESL, high school diploma and career training. We do a graduation program at ELAC with all programs so people can see their graduate and have goal to reach or feel inspired.

Eduardo, Slawson Occupational: Do NCPs include people that are undocumented? There's a lot of fear and if you have client in that situation. Why get training if I'm undocumented and I'm going to get paid under the table. No one wants to talk about how a lot of people are undocumented when they talk about servicing people that are 18-24 years old. It's an elephant in the room. We need to assist in establishing a path to citizenship. We need to start producing workers for specific jobs and we walked away from the idea of educating people to be active citizens, to our detriment. I think there's a fear of going beyond that or promoting dealing with citizenship. There are I-10 numbers as a way to get employed if you don't have I-9 documents. If there was ever a time to assist people with citizenship the time is now.

How can local organizations work better to ensure positive employment and career outcomes for NCPs?

Elias, City of South Gate: We will have an employment resource center opening in approximately 2 years and we have started talking with LA County.

Al Rios, ELAC: we have the SERA (?) collaborative it involves 8 cities and 2 unincorporated communities and it's now about the size of Long Beach. We've learned to collaborate and are learning that we work better together. We're moving forward to build our capacity in this region and create a regional identity in the area.

Anjela Gomez, LACOE: I think locally with the South Bay Chamber of Commerce it is an example of what the public sector and private sector can do together. We've done a lot of collaborating here locally. New businesses provide us a lot of information and employers locally calls us and say they need workers, then ask us to send people over.

Evangelina Arroyo, EDD: It's a pleasure to be here because we are doing awesome things at the Southeast LA AJCC. You mentioned leveraging resources earlier and we need to do more of that. What's really sad is that we aren't promoting these programs. We have orientation on Tuesdays and we discuss all programs in detail. We have workshops to remove the fear of using a computer and we help people

put resumes together. All workshops are offered in English and in Spanish. Specifically, in our community we have management staff that is available to speak with you and your staff. We have equipment that is not used every day so we'd like to see a line out the door with people using our services. Leveraging our resources is such an important message today.

Janet Torres, South Bay Chamber of Commerce: We are promoting workforce to be involved and to enroll in programs such as Hub Cities and LACOE to accept participants inside their workplace. A lot of employers call me first before hiring someone. I have a motto which is to "build a bridge between our communities our businesses". I share as much information as I can on the centers and I work with the media as well.

Meeting adjourned.

Los Angeles County

Workforce Development, Aging and Community Services

November 14, 2018

Santa Fe Springs Town Center

Collaborating with CalFresh Employment and Training Programs

Welcome and Introductions | MOU Phase II Process and Requirements | Role of Adult Education Partners in WIOA AJCCs

Welcome and purpose of meeting by Martha Molina - Aviles. Acknowledgment of WDB members, Rio Hondo Comprehensive AJCC and WDACS staff.

Maryann Pranke introduced herself as the facilitator.

Agenda followed as printed.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

Q1. Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?

Unknown name, DPSS: Provides employment and training programs for general relief and CalFresh programs. The work requirement is only for those that have general relief; it is not currently for CalFresh recipients. We will be setting up classes for them to meet the work requirement because it's coming back. If they don't work they can only receive benefits for 90 days. We currently provide, educational and vocational training, job search and job club to general relief recipients. Requirements can be met by enrolling in any type of employment and/or training program. Then they can continue to receive benefits.

Maria Ayala Galvan: We work with a lot of people in this room. LACOE, WDACS and AJCCs. We contract with people for educational programs. The current 50% match is only being taken advantage of by DPSS. We're looking for partners. Our only requirement is that they provide funding for services and are reimbursed.

(Vendor Process discussed amongst Ed Sykes and DPSS staff)

Q3. What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

Latisha Sturgess: Barriers to employment include a lack of computer skills, language skills or skills that would help them get a better job.

Ryan Whetstone: There should be life coaching and wrap around services to address other issues. Something to address lifestyles people have where they think they have other things to do besides go to work. We've been teaching skills for years, but if we don't change the mindset it won't help. We need to translate job skills to a certain segment of this population. There are daily social distractors that keep people from focusing. We should really be coaching them on a mental level about what is needed. We could give them some psychological tools to get things done and be persistent in training and employment.

Unknown: With food stamp recipients, we get them as adults and assist with a critical need. We need to look at the entire family and include whoever lives in the household. We need to involve them in whatever project we're doing. We get our customers as adults and their approach to life is already there. It's difficult to undo that with the age and history they have. If we want to really make a difference we should include all those in the household. We want to see a change and do something that will make a difference with the next generation. If we look at the family and work with the family we'll see a change

Regina: We work with young adults aged 18-25. Mindset is important and until we can get them into a growth mindset we can't teach them anything. After we get the mindset change we can start to teach them. Family is important also, how do we help the family with the same issues. Transportation is an issue as well, consistent transportation is a challenge. This goes back to meeting the hierarchy of needs. If we can't meet basic needs we can't get them into things that will help them earn money. We serve a lot of people that are homeless or transitional. All of those things are critical before we can get them to succeed in other areas.

Unknown: There's a lot of training which is wonderful but we need employers willing to give them a chance. At least give them a chance so they feel better about themselves. This is very important.

Anna Hernandez: What I see coming from general relief customers is that we have employers that aren't recruiting. I don't know who's referring them to us but they're saying they just want their paper signed. I used to work for DPSS too, and even then I would tell them I want to help them get ahead. The clients we get that say they need employment are rare. It's depressing

when I see a parent bringing a teen to get general relief. I tell them about places that are hiring and they say they just want their paper signed.

Connie Thomas: In our positons we must focus on our role and what we're supposed to be doing. Our role is not to become enablers and encourage them to continue habits that have kept them in positons they're in. We need to help them see behaviors and attitudes that have kept them in the positions they're in. We can't ask others to make allowances and excuse things they do. They must develop good work habits, better attitudes, be able to express themselves and have self-esteem. Sometimes you talk with customers and you want to cry with them but that' not going to help them.

Q2. What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?

Ed Sykes: Soft skills were mentioned earlier which are a huge issue. As I meet with elite sectors and with executives one of the common threads they discuss across populations is soft skills. Even with people that have certificates they don't have resilience and often have poor attitudes. All of these sectors are complaining about that. These companies are giving breaks and bending rules a lot and in many cases they aren't getting the right employees. That's where the coaching comes in.

Regina Corona, Advancing the Seed: Prior to this job I worked for the County. One thing I feel that we need to focus on is civility in the workplace, team work and customer service. Many jobs have some level of customer service needed and it's hard for someone that hasn't had that background. We partner with the CCC (California Conservation Corps) for example and we have corps members that work together that are fighting at times. It's part of their culture and who they are, and we must change that. I do believe that there's some level of tolerance that has to be taught on the employers side and although I'm not sure whether or not that will be well received. I hired some transitional youth before and I had some challenges but I had to explain that to my staff as well.

Q4. What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

Viggen Aghkhanian: I would recommend that people receiving general relief be referred to other employment programs. EDD will assess them and get them job ready.

Kirk: We have CalFresh representatives at our site once a month. We go to El Rancho Unified School District to work with the youth program and a lot are CalFresh recipients. We work with LACADA and their participants receive CalFresh. We have staff that goes once a week to LACOE to coordinate and see who could be co-enrolled.

Devon Monson, Whittier Adult School: We have a lot of co-enrollments. It's wonderful to have that, but they just started this navigator program and it's good to have an actual person connecting people to resources. If we add resources we can turn it into a warm hand instead of a warm handoff. Someone to take you from one place to another place. If we could invest in that type of coaching it would help. We're good at filling out the paperwork but it doesn't tell the story. What we're doing is working but we're being spread thin.

Mengistu Meski: A couple months ago we conducted a survey of our CalFresh recipients and asked them what their barriers are that keep them from employment or attending training. Most barriers mentioned today were mentioned on the survey. Homelessness and having a background were the highest barriers named.

Ryan Whetstone: I would like to reiterate if it isn't really clear that the idea of collocation or regular established visits is needed where agency representatives from CalFresh go to AJCCs and population will know that on this day this person is coming at this time and we can all cross promote. If we can get people to come we can push our students in their direction.

Maggie: Mireles: We represent over 100 employers in the hospitality industry from LA City to Disneyland to LAX. The pieces I've heard are the pieces I've experienced in my time there. It's good to train people on all of the skills. When we ask people that are under resourced to actually apply those skills on the fly it's a problem. We've had a couple apprenticeships approved in the ETPL and we have our own resources as well. We've had seven or eight trainings in the last year working on building diversity in our industry and what we've done is pulled in a lot of people that are African American, transgendered and members of other under resourced populations. There are a lot of Latinos in local 11.You haven't learned much about the population until you've done conflict resolution or taught people how to talk to a supervisor in a union environment. We've gone through people saying they forgot to tell us that they were homeless. We've also prepped folks by asking if they have gone to the worksite to see if they're actually interested. We actually take them to LAX. We prepped people and had to say to them do you know where you're interviewing and what they do there (Staples, Beverly Hilton, etc.). It's almost like boot camp. We pick up people from their homes if we need. People were ready to quit before their exams and union reps went to pick them up. So what we do is the stuff we aren't paid and don't always time to do. We have jobs weekly that we can't fill. We do that partnership work and we'd love to partner with anyone that is interested.

Dee Cotton, Tri Cities ROP: On the educational side there is a need for the partners to actually come into the partnership and visit. From the educational standpoint I work with adults and with youth and see both sides. It would be a wonderful component to have those partners present as well.

Shelly Lattisaw, Mt. SAC: We just started a monthly food pantry. We do have DPSS there and we have them on campus a couple times a month. That's on the credit side. On the noncredit side the training is short time and no cost.

Unknown First Name Arroyo, EDD: I want to acknowledge that all services that lead to employment are offered at Rio Hondo AJCC. I think the biggest outcome is employment. The job seeker needs to be ready to meet with the employer and they won't have they counselor there holding their hand during the interview. They need to be aware of the workshops currently going on at the AJCC. They need these things to be successful.

Dee Cotton: Tri Cities ROP is a consortium with Rio Hondo. Monthly someone from Rio Hondo comes in and speaks to my students about continuing their career pathway. And these are CalFresh recipients.

Martha Molina-Aviles gave closing remarks and acknowledgments.

Los Angeles County

Workforce Development, Aging and Community Services

November 20, 2018

Centro Maravilla

Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees

Welcome and Introductions | MOU Phase II Process and Requirements | Role of Adult Education Partners in WIOA AJCCs

Welcome and purpose of meeting by Martha Molina-Aviles. Acknowledgment of East LA/West San Gabriel Valley AJCC and WDACS management and staff. Audience introductions followed.

Facilitated Discussion: Intentional Partnership & Meaningful System Alignment

Q1. What are the unique needs of ELLs, foreign born individual and refugees?

Margie, ELAC: The main issue is that we don't have enough foreign language reception workers. To answer the phone in another language and hold the interest of someone seeking ESL classes is so vital. We need to groom our workers with another language.

Sandra, HTA: It is critical to have system navigators or other entities such as people that have knowledge of the community. It's also hard to accommodate all different languages. Many organizations have that trust from the community but they aren't equipped with the capacity to do workforce development.

Paul Guzman, New Opportunities: There's a lot of need. The thought of going into a job center or training is a scary. Creating a safe space is important for these participants. In East LA we provide classes for ESL students. It's crucial that when they get out the elevator they make contact, with an individual at the AJCC, they can let someone know what they have going on and be told that it will be.

Rosa, AYE: This population has unique needs. Our staff has to have a good level of awareness, cultural diversity and materials ready to serve any individual that needs the support. Cultural diversity is important and we are fortunate to have great partners. Most importantly we have to have materials that will clearly tell people the information that they want.

Crystal Prentice, EPD Services: The community will not come to us we need to outreach out to the community. This is foreign to them and they don't know what the AJCC is. We need to be out doing outreach but in groups like we do with Rapid Response.

Q2. What are the principal barriers to employment faced by these individuals?

Jack Ochoa: As an employer if they have trouble speaking English and I'm dealing with the government that only speaks English, it's difficult to meet halfway. WDACS has a social enterprise program. There may be a way to leverage social enterprise programs into real employment to get around some barriers.

Rosa, AYE: Barriers are often in the form of documentation and legal right to work. That really hinders this population that have the desire and ability to work. Also, disability is a barrier. Large amounts of people also don't have adequate housing. Transportation is not as big because they often figure out the bus system, but most importantly for employment is right to work and speaking the language.

Maritza Canales, ELA AJCC: This population doesn't know how to start or where to start when they need help with employment. They don't know the basics, it's foreign to them. I have to step back and make sure they understand how to go about it and how to start.

Sandra, HTA: We reach out to employers in advance of the interview to let them know if a person has a barrier such as language, so they don't think the person is shy nor has a problem speaking,

Elena Quintana, AYE: One barrier that we've come across is unknown disabilities. We have a lot that don't disclose their disabilities. We don't find out until after several meetings. We have a strong collaboration with DOR (Department of Rehabilitation) and that only works if it is disclosed.

Crystal, __workforce services: If an individual is a refugee they might not have the accreditation or certificates and don't know how to go about getting them.

Paul Guzman: Are we going out there and meeting them where they're at? We should take the AJCC with us when we go out to the community and we haven't done that. We also need to consider the time because no AJCCs are open after 5 but we have ESL classes that late. Many

might be working under that able and need to be provided services when they get off work at 5. How are they going to get services?

Margie: We have had questions from parents of students. Asking about ESL classes that can be taken while students are in class. Parents want to take classes while studetns are in class. There is willingness amongst this population and they don't know how to find things all the time. If the parents are willing to pay for classes for kids then they might be willing to stay for a 45 minutes class for themselves.

Jack Ochoa: If there's a way for those of us that know how to use technology to share our skills we could invite people to attend meetings remotely in order to get around transportation issues. We have to embrace technology or get left behind.

Mariam Raju: One barrier is certification and getting certifications. So many are intimidated about going into classrooms.

Q3 What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?

Maritza Canales ELA AJCC: We are the mediator between the potential client and the employer. We are the advocated for them getting employed. We're collaborating so they can be employed.

Rosa Penaloza, ELA AJCC: We have a great collaboration in having New Opportunities on site. One thing we identified quickly was that customers needed to learn English, then we learned there was an industry sector that would give them a chance. With them on site it allows us to transition the customer immediately and help them be comfortable.

Sandra, HTA: We collaborated with one of the Korean churches for community development and conduct outreach on training and employment opportunities. We have to be quick to respond so as not to disappoint people. We recruited students from adult school and all that were recruited were employed. Once we had success with one group it was easier to recruit further.

Padilla, LAC Women and Girls Initiative: It's very important to recognize that some coalitions are reaching people after being taken advantage of by employers. There is a wage theft coalition and they are culturally sensitive and they are always open. There are a lot of day labor centers and job centers throughout LA County.

Paul Guzman, New Opportunities: East LA has been extremely successful and we made a commitment that it won't be about having a number of students right away. Our formula was

always to do some ESL. We're constantly thinking of ways to improve. Its crucial that we are partnering and that there is a true partnership and everyone has the same mission.

Rosa Penaloza, ELA AJCC: when we talk about partnerships and collaboration. I want to emphasize that as part of catholic charities of LA we are fortunate to have immigration and refugee services. It allows us to enhance services and refer customers to specific resources. We have legal support that can lend needed guidance…

Q4. What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?

Janelle Alvarez, LA Youth Build: Outreach and recruitment for the program has been mostly in Pico Union and LA City. We have a partnership with an adult school system as well, so people can finish studying while learning. A lot of people would like this fee training but what stops them is legal documents or fees of not being able to access transcripts from other countries…

Jack Ochoa: With the Olympics coming there are a ton of jobs and people are going to have to be imported from other states. If we take some of the resources that are in this room we could get more people from here hired. LAUSD has a local hire requirement and Metro has a local hire requirement. There are programs that are successfully working. There is so much land being moved that they don't have enough truck drivers in LA to move all the dirt in LA. I'm working on legislation that will give veterans that were drive trucks in the military the same right to drive trucks in CA.

Q6 What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?

No comments.

Q6 **Where do the gaps in services exist for this target population and what can we do to bridge these gaps?**

Sandra, HTA: If there's a way to navigate the system or to have a person to meet someone to assist them it would be helpful. We all are short on capacity, we have the heart but we don't always have the time. How can we be there to make the right calls for a person instead of just handing them a flyer? Navigators are needed.

Margie: As a person that is going back to school I already know how to navigate but I can see that there is a barrier. There are a lot of students that are trying to get jobs and a lot of people that are trying to get through ESL and trying to get through to get jobs at the same time. They work in small groups and only work with people they know. There is no salesmanship with these agencies. There is no one coming onto campus on weekly or weekend basis to sale these

services to those that need them. We need the county to pay people to be on campus once or twice a month to reach out to people that want jobs.

Ed Chang, In the Making: We really depend on the youth that you all work with to help with our day to day operations. Often times promotions come out that are glossy but they have acronyms no one understands and people will go where people tell them to go. We are advocates for your programs but the hand off is hard to do when people don't respond or answer the phone. We refer people and nothing happens and we lose that person. If there's no relationship it doesn't get done smoothly. A lot of the gaps are how we interact with each other. When we tell the world about it we need someone to answer.

Elias Lara: We need to change the mindset pf employers that keep overlooking priority populations we need to fix the pipeline to make employers aware of these people or it will be a cycle that they're stuck in. Everyone may not know English well but they are willing to do the job. We need to change the employer mindset and look at these populations as key members of our workforce.

Kelby Ruiz: As an ex-military member there's a lot of bureaucracy. There's no one to tell you this is where you go, this is what you do and this is who you speak to. You have no clue or idea where to get benefits and who to go to. The internet is big and has a lot of bad information. I've gone to school and I'm still unemployed. They first rule in sales is sale yourself. If we're being selective about who we're helping it's discriminatory. I can see here how important this is. I go to these offices and I see how we get treated and its lie we don't exist because they still get a check.

Mariam Rojo, East LA AJCC: We do have referrals and a lot of employers don't know we're here. Some employers work with Spanish speakers only. I think a person not knowing is a really big gap.

Kelby Ruiz: Fear of going to an office is a problem too. Some think they might get deported and are fearful of going to office.

Paul Guzman, New Opportunities: We had an info session with the County about nursing jobs. One gap is information on trainings and schools and that this population can't wait many years for get education and a degree. The wait for skills building needs to change because people could be working sooner. A lot of schools that get funding get Title II money and this time around those that applied for it this time EDD and CDE were involved so it wasn't just about education it was about jobs. A lot of school districts and other adult schools aren't present. If people don't show up to meetings then they aren't connecting and aren't being accountable. I think services would improve if people were held accountable.

Rosa Penaloza, East LA AJCC: East LA AJCC is coming soon to East LA College. WDACS identified the need for workforce services to be on campus at ELAC. Hopefully by January we'll be there and we hope to offer a specialized AJCC to render services on campus. We're really excited because we understand that there's a need and barriers to making it to a certain location. We see a need there and a target population that needs the extra help.

Elias Lara: We are overlooking the fact that many people aren't computer literate. We're definitely going to leave a lot of people behind if we don't help them with this.

Ed Chang: We've had a lot of organizations send us people to at least have some type of social interaction for exposure. We find that with youth they're so tech adept that we need to find alternative ways to give employment and job skills. A lot of youth are finding alternative paths and we provide them an atmosphere where they can learn.

Kelby Ruiz: at MIT they say it's better to create a job than to get a job. When you work at tech companies they treat you how you speak. The community cannot be reached because people that are not from one country are helping people that from other countries. The bond has to be made before help is given.

Martha Molina-Aviles closed out the meeting.

Los Angeles County

Workforce Development, Aging and Community Services

November 27, 2018

AMS Fulfillment – Valencia, CA

Call to Order | Purpose of Community and Objectives of Forum | Overview of Los Angeles Basin RPU Regional Workforce Development Plan 2017-2021, Modification Timeline and Purpose of Modification of Timeline | Introductions of Audience Members

Welcome by Manuel Ruiz and remarks by Holly Schroeder. Acknowledgement of LA County Workforce Development board members in attendance.

Facilitator: David Shinder.

Facilitated Discussion: Collaborating with CalFresh Employment and Training Programs

Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?

Maria Ayala Galvan: Yes there are current programs available to employable general relief population. Trainings are available in logistics, truck driving, welding, security and there is an array of employment opportunities. Training is provided by partner departments like WDACS and contractors like LACOE, MCS, JVS and Weingart. Community colleges offering training too and are partnered through LACOE contract.

Juliet: The population of CalFresh is approximately 500,000-600,000 recipients in LA County for CalFresh only. The work requirement is not mandatory for CalFresh but it will be in the future. We're actively working with WDACS to expand services. This is a separate initiative from CalFresh/GROW.

David Shinder: Who are CalFresh recipients?

Melva: CalFresh population is made up of people that are unemployed, underemployed, may be disabled.

What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?

Jackie, DOR: Transportation is needed, appropriate work attire, resume assistance, what to do and not do during a job interview. Employment preparation.

Melva: As a GAIN graduate, childcare was essential for me to complete my education.

Julieta C., CalFresh: I can speak to the populations needs based on a department survey of participants. The majority of the population surveyed desired assistance with job search, job applications, attire, resume and the rest need vocational services, credit score improvement and computer skills. Transportation and homelessness were listed as barriers as well.

Greg, DOR: Is there an orientation that participants go through so they know what the services are? Many participants don't know what's available to them.

Melva: I agree that we need to reduce barriers. Criminal backgrounds, language limitations and stigma around receiving benefits and having disabilities can be barriers as well.

Carlos, CDCR: The biggest barriers are lack of high school diplomas, GED and training in different fields and industries. Without training, employability skills and soft skills help them get to where they need to be.

Julia Root, CEO: One unique aspect of our program is that we employ participants on immediate and transitional jobs. We serve people that are having transitions in their lives.

Pamela Villasenor: Legal assistance such as expungements are needed. Certification and licenses are needed as well so that people are more competitive in their industries. Our tribe operates different departments. One department requires OSHA certification and training in order to work there and it's expensive but it makes entry level employment really competitive for those that possess those certifications.

Matt Sheridan: Trainings will help people in the local labor market. One issue in Antelope Valley is accessibility to skilled and semi-skilled trainings. Up until recently most trainings took place outside Antelope Valley.

Melva: While we're talking about mitigating barriers for harder to reach populations, some that are hard to employ or harder to employ spend up to 2 hours on public transportation. Assessments are needed as well to ensure that people are successful in training.

Pamela Villasenor: If we're talking about specifics it would be good to have trainings for families involved with juvenile dependency so that families can meet court mandated plans.

Carlos: We're forgetting the reentry population that are coming back. Many have been in the system for 20, 30 or 40 years. We serve them at our WorkSource Center. This population requires a lot of hand holding from teaching them how to use cell phones to the basics of computer skills are crucial for success

DOR staff that was speaking through interpreter: Working as an intern at DOR I saw that the most costly services are interpreting services. So we've struggled to have services approved. My counterpart and I think that employers and companies need to be aware that an interview might last 15 minutes. You can hire an interpreter for an hour or two and they should have all deaf applicants come at the same time since the interpreter will be there. We see a lot of deaf consumers that feel that once a company finds out they're deaf the company doesn't want to hire. That's where I feel a lot of employers and companies need to be aware, there is a solution but there's also a stigma. Interpreting is just a barrier.

Imelda Padilla: I have friend that says to be deaf is not a deficiency but a different language. There is a group that does a training program to help women that aren't English speakers be interviewed in their home language. That should be applied to people that may have a disability. Even with the formerly incarcerated, you have to teach people how to communicate with employers.

What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

Melva: At the risk of expressing maybe an unpopular point of view, I'll say I think that they're counting people who are seeking jobs as being unemployed not necessarily those that are without jobs… I'm old enough to remember JTPA and it was very specific to zip codes. I'm all for trainings but there are limitations that are present for people 55 or older.

Greg: Maybe a peer mentor program within SNAP or general relief under social services. Our consumers look at us and say this person is supposed to help me find a job but they haven't lived my life or walked in my shoes. If you piggy back off that with someone that has done what they've done and are now working it becomes someone that they can look up to. WOTC (Work Opportunity Tax Credit) is a future benefit for businesses, the question is what are you going to do to hire people with disabilities or from the criminal justice system?

Jackie Dearman: Prior to DOR I worked for EDD and I can give some insight into how the employment rate is calculated. In CA if your Social Security number ended in 0 or 5 you would be counted. We would have to take time with that person to see what industry they came from. That's how they calculated the employment rate at that time. That number is not accurate. Today with our technology ever changing, we have jobs where robots are working in industries where our kids use to work flipping burgers or working the supermarket bagging groceries. Those jobs are more geared toward robotics. What are we doing with our clients that aren't capable of learning complex skills? What are we doing for the basic entry level person?

Jay, High Desert Truck Driving: Being in a truck driving school we go through the experience of dealing first hand with a number of the members of this population. Just like Jackie said, people that come out of incarceration aren't tech savvy and don't know how to do these things because they're so outdated. Truck driving is an opportunity for them but record expungement is something we should push forward. With truck driving you don't need a GED but you need basic English, then they can pass exams and get jobs. We as departments and organizations should get involved with local businesses. There's a huge shortage of truck drivers. We're the biggest agricultural state and truck driving is a big thing, a lot of people can do it, it's basic and people get paid more than entry level. There are a lot of opportunities for people and I know that we're pushing for tech but there are other opportunities available. We as a truck driving school just received a 100% job placement award. We're dealing with real life people that have real life situations, sometimes we have to dig deep and vet them properly to see if they can go through the training. It's not that hard to become an owner and operator. It's a matter of getting people in and guiding them through the process. Record clearing is also a big issue.

Melva: Some barriers in biotech are that they require US citizenship and a pristine background. I have a veteran that is young and is ok traveling and working. I've had two people suffer from strokes on the road. Being sedentary and exposed to road food increases the risk for diabetes. If someone is here and has to go on the road and has a health condition that might not be the best option for them.

Lydia: I get many requests for small business and self-employment help. We just don't have the resources. The department requires a bunch of hoops for them to climb through. Not readily available. It would be a great solution to a lot of barriers.

Jackie: This training is available if the client is receiving SSI and SSDI benefits. They might qualify for self-employment assistance if they receive those benefits.

Matt Sheridan: We've talked a lot about barriers and we should talk about resources. There are certain similarities in regard to getting to one end of the valley from the other. There's been a partnership with Antelope Valley Transportation Authority to help people get from one end of the valley to the other. When dealing with youth we have to keep in mind that when entire families aren't informed they will not support the change that we're trying to institute with their children. We can do a lot of income exemption and other things. Antelope Valley College took the lead on the transportation partnership and solution. The transit agency has been very receptive to any request. We reduced transportation from the east side of valley to west side of valley from 2 hours to 30 minutes.

Darrell Gadie, LA County Probation: Record clearance is a barrier. The public defenders website under the prop 47 section has an application. If you're on the mailing list it sends you a weekly update on where expungement clinics will be throughout the county.

Greg: One thing that would beneficial for people on general relief or CalFresh is if someone gets a job, we help them with the financial gap. As soon as they say they're employed the benefits end. If they lose their job is there an expedited application to help them get back on benefits?

Maria: If you're on general relief you get a grant of $221. Once employed it doesn't take much to not be eligible to receive assistance. However that doesn't mean you can't still be eligible to medical or CalFresh, it depends on how much you're making. If you happen to lose your job you can come back. An expedited process was recently put in place. If you have been off or terminated, if you have everything on file to reestablish your eligibility then you can become eligible again today. You can now apply online as well. We also do expungements in our office and probation comes out and will schedule individual session. They staff will do the paperwork and file for you onsite. It is a few hours per person but the service is available on site.

Jenifer: Training is a barrier. I've encountered where we send students to school at College of the Canyons and when they're finished I try to find them employment and I have difficulty because local business feels that students aren't employable because they don't have any hands on skills. Maybe they can do apprenticeships once trained to gain experience.

Carlos: A number of people are afraid of requesting services due to the current situation in nation thinking that people might have to repay services or have citizenship affected. I think that's related to what we're doing but I don't know the solutions.

Pamela: One key component is engaging the youth population. If you don't engage them where they are it's a moot point. It's been a huge task on our tribe as well. They often don't have a computer and they use mobile devices. Things need to be available via mobile units. They may not have computer skills but they can navigate social media like pros.

Julia Root, CEO: We worked with YA (Youth Authority) young adults 18-24. Something that we've found that is effective are financial incentives. Not sure if that is a reimbursable expense.

Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job training?

Greg: Experiential learning on an actual site should be woven through the process. You're doing an externship and it's a month it's really not enough. A year of employment is the minimum requirement on most job postings. Less than a year doesn't really make them competitive. Host job fairs where tentative offers are being delivered. Sometimes people don't have cell phones or a stable mailing address. I haven't talked to anyone that ever got an offer at a job fair.

Julia Root, CEO: I appreciate the engagement and soliciting community input. What does the County need from us and how do we partner with the county? What does that process look like?

What partnerships currently exist of could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

Martha: I can speak to the WDB. One member is here, Darrel Sauceda. There is currently a request out for innovation funds and will be soliciting applications, it's an effort to look at creative and innovative ways to address underrepresented populations. One need is for youth specifically. We're working on various projects and we're working with DMH to see if they can

provide funding for mentoring because foster youth require a lot of help. With Hire LAX there are specific zip codes targeted because unemployment is in double digits in South LA. We'll also be inviting AJCCs to apply for the rest of the money and it will be for specific innovative programs.

Matt: About 8 years ago we started a partnership and this involved multiple agencies, DPSS, AJCCs, LACOE and other service providers in the Antelope Valley. We meet to share employment opportunity, plan and strategize how to work together cooperatively. If I can't do it I refer to another agency that can. We have been putting on a job fair for 8 years now and it's at West Coast Baptist. It's for employers only. They tell us the industry and how many slots they have. Out of our jobs fair in September we have 10% offer rate. We provide a place for the employer to actually interview at that time and take applications.

Carlos: We started a quarterly event called Lunch with Champions. If you feed them they will come. We invite community leaders of multiple organizations and institutes, and healthcare providers. We have an afternoon of interaction and learning from one another. There are so many resources that are often untapped because we don't share. Many times we're sharing clientele. If we all communicate it's really interesting and people get to meet those that they often call or email.

Julia: We have partnership the County and we have ENT 50/50 reimbursement program. It's a valuable asset for our organization. One questions is how to expand services in LA County?

Melva: one thing that is crucial is mental healthcare. As people transition back into the workplace they are under a lot of stress and they need to meet with a mental health professional and keep appointments. It's important to make plans for them for the long term in that way.